National College of Ireland

Appendix J to O

Professional and Personal Development and Trade Union Membership of Information Technology Workers in the Republic of Ireland and the United States

June 2005

Higher Education And Training Awards Council (HETAC)

Masters Degree by Research

Lucy Costigan BSc (Hons), MA(Hons)

National College of Ireland (NCI),
Dublin, Ireland

Appendix J

Database of Dublin IT Firms

Abascas Internet Services			
Access Accounting (Software) Ltd.			
Accuris Ltd			
ACSIS Technologies (Ireland) Ltd			
Actov8	Jan 10 04 *	Contact: David Doran (Chief Executive) E-mail: act@actov8.com	Delivery to the following recipients has been delayed.act@actov8.com
adeptweb Ltd			
Adnet Limited			
ADP Business Solutions			
Advance Learning Ltd			
Advance Systems Ireland Limited	Aug 7 03 *	sales@asi.ie	Gary Corcoran
Advent Software	Feb 11 03 *	advent@3b2.com	
Aer Lingus Airline Systems Marketing	Jan 24 03 *	sysmktg@aerlingus.ie	Garry McCann (CE)
AerSoft Limited			
Airtel ATN Limited			
Aisling Information Consultants	Jan 10 04 *	Contact: James C.O'Reilly (MD) E-mail: aislingi@iol.ie	
Alatto Technologies Ltd			
Alfa-Laval (Ireland) Ltd			
Allfinanz Inc			
Allied Management Systems Ltd			
Allies Design	Aug 7 03 *	info@alliesgroup.com	Damien Costelle
Alligator Software Ltd			
Alpha Landsteinar (Ireland) Ltd			
Altamedius	Feb 11 03 *	rearly@altamedius.com	Rachael Early (Marketing Exec)
Amdahl DMR Ireland	Jan 24 03 *	info@amdahl.com	Bernie Dillon (MD)
American International Group Europe Ltd	Jan 10 04 *	Contact: Michael Mongan (MD) E-mail: info@aig.ie	
AMT-Sybex (Software) Ltd			
Anacomp Ireland Ltd			
Analogue Digital Controls (ADC)			

ANAM Wireless Internet Solutions Ltd				
Andersen	Aug 7 03	* E-mail: ireland@andersen.com	Frank O (Managing Director)	* Cannot be accessed
Angel Design	Aug 7 03	* philip@angel.ie	Philip Darling (Creative Director)	
Apex-IT Resources				
Application Building Blocks	Feb 11 03	eh@abb.ie	Michael Doyle (MD)	* Not able to access by email
Applied Logic	Feb 11 03			*No email or web details
Applied Micro Electronics (Irl) Ltd	Feb 11 03	* info@ame.ie	James O'Reilly	
ApTest Ireland Limited	Jan 24 03	info@aptest.ie	Stephen McNamara (Projects Director)	* Not able to access by email
Aranda Systems Limited	Jan 24 03	* info@arandasys.com	John Gilbert (Sales Director)	
Arconics Ltd				
Ardbrook Ltd				
Armstrong Electronics Ltd	Aug 7 03	* armsat@iol.ie	Doug Armstrong (Managing Director)	
Aró				
Asgard Software				
Aspect Software International Ltd				
Aspera Solutions Ltd	Feb 11 03	* info@aspera.ie	Jean McCarthy	
Astral Software Ltd	Jan 10 04	* Contact: John Hill (Managing Director) E-mail: support@astralsoft.ie		
ATS Broadcast Information Services/Relia				
Aurium				
Autodesk Ltd	Jan 24 03	* adc-info@autodesk.com	Pat O (Operations Manager)	
Automsoft International Ltd.				
Avail Corporation Ltd	Aug 7 03	* info@availcorp.com	Peter Hayden MD	* Reply from dlam@availcorp.com that this was not Peter Hayden's address
Avonbrook Ltd				
B.I.C. Systems				
Baker Consultants Ltd				
BALTIMORE TECHNOLOGIES				
Bantry Technologies	Feb 11 03	* info@bantry-technologies.com	Patrick Trane (CEO)	
Baydon Ltd.				
BCL Ltd				
Beckinridge				
Belscan Ltd				

Berlitz Ireland Ltd	Jan 24 03 *	info@berlitz.ie	Brian Kelly (Vice President)	
BesTech Software Ltd	Aug 7 03 *	bmacrory@iol.ie	Brian McRory Director	
BH Associates (Communications) Ltd.				
Big Picture Software Ltd				
Bind Systems Ltd.				
BioObservation Systems Ltd	Jan 10 04 *	Contact: Dara FitzGerald MD E-mail: info@bos.ie		
Bizcom Software Systems Ltd	Feb 11 03 *	wilfb@gofree.indigo.ie	Wilf Blackwood (MD)	
Bizmaps				
Blue Nile Software Ltd				
BMC Software				
Bocom International Ltd	Aug 7 03 *	info@bocom.ie	Barry O'Halloran MD	
Bootstrap Limited				
Bowne Global Solutions	Jan 24 03 *	info@bowneglobal.com	Emma Naismith (Marketing manager)	
Brand It By Design				
Braxtel Communications				
Breakaway Solutions	Jan 10 04 *	http://www.breakaway.com	* Cannot be contacted	
Brentech Data Systems Ltd				
Bridgecom Ltd	Feb 11 03	sales@bridgecom.ie	Gerard O'Mahony (MD)	* Email cannot be accessed
Broadcom Eireann Research Ltd	Feb 11 03	enquiries@broadcom.ie	Gerry Cahil (CE)	* Email cannot be accessed
Broker Focus Limited	Feb 11 03 *	bfocus@indigo.ie	Sean McGuirk (Director)	
Business Directory International Ltd	Aug 7 03 *	eor@bdi.ie	Eoin O'Pion Director	
Cadence Design Systems				
Cahill Software				
Cambridge Technology Partners Ireland				
CampusIT Ltd				
Canon Business Solutions	Jan 10 04 *	Contact: Gerry Barron (Sales Director) E-mail: canon@canon.ie Web: http://www.canon.ie	Delivery to the following recipients has been delayed. orlaghn@corel.ie	Dear Ms. Costigan, Thank you for your email. Unfortunately we are not in a position to assist you with your request. I would like to thank you for you interest in Canon and wish you every success with your studies. Yours sincerely, Aine Friel (HR Busines Partner) From: aine.friel@canon.ie
Cap Gemini Ireland Ltd				
Cape Clear Software Limited				
CAPE Technologies Ltd	Feb 11 03 *	info@capetechnologies.com	Philip Sharpe (MD)	
CapricornLogix Ltd.				

Cara Software & Services International L	Jan 24 03 *	dublin-sales@cara.ie	Paddy McNamara (M.D)	4. Carmel.Hurley@cara.ie Lucy....many thanks for your invitation for us to participate in your survey....unfortunately due to business presures we will not be participating...best of luck with the research ....Carmel
CardBASE Technologies	Aug 7 03 *	careers@cardbase.com	Carol Lonergan (HR)	
Carra Communications				
Casselberry Ltd T/A Techniflow				
Catalyst Software Ltd				
Cavalier Ireland Ltd	Jan 10 04 *	Contact: Mary Gordon (MD) E-mail: cavalier@indigo.ie		
CB Publications				
CCM Software Services Ltd				
Celerity				
Cell Media Ltd	Feb 11 03	marketing@cellmedia-interactive.com	Sean Veigh (MD)	• Email cannot be accessed
Celtech Software International Ltd (CSIL	Feb 11 03 *	dfanning@csil.ie	Darragh Fanning (MD)	
Centre for Software Engineering Ltd	Aug 7 03 *	admin@cse.dcu.ie	Robert Cochrane	
Centric IT	Jan 24 03 *	salesinfo@centricit.ie	Cyril Dunworth (sales manager)	
Certification Europe Ltd				
ChangingWorlds Limited				
Circle B2B Limited	Jan 10 04 •	Contact: Wayne Byrne (MD E-mail: info@circleb2b.com Web: http://www.circleb2b.com	* Email cannot be accessed	
Clan Design Limited				
Classic Information Systems				
Clear System Solutions				
Client Solutions				
ClientLogic	Feb 11 03 *	info@clientlogic.ie	Donal McGarry (Solution Delivery Director)	
Clipcode Ltd	Aug 7 03 *	info@clipcode.com	Eamon O'Tuathail (MD)	
CM-Logic Ltd				
Cobra International Ltd				
Codec Ltd	Jan 24 03 *	info@codec.ie	Fiona Costigan (Marketing Manager)	
Cognotec Autodealing Ltd	Jan 10 04 *	Contact: John Merchand (General Manager) E-mail: info@cognotec.com Web: http://www.cognotec.com	I will be out of the office on Monday 19th January and will respond to your mail on my return. Best regards	

			Sylvia Mead Market Communications Cognotec Sylvia.Mead@Cognotec.com	
COMIT Gruppe (Ireland)				
Commology International Ltd				
Compass Informatics				
Complete Business Solutions Ltd				
Compu-Plan Ltd/Belscan Ltd	Aug 7 03 *	bernie@belscan.com	Bernadette Hourni	* Email no longer accessable
Compufast Software Ltd	Feb 11 03	Sales@prefast.com	Liam Nicholl (MD)	* Email or website cannot be accessed
ComputAir Ltd	Feb 11 03			* No email
Computer Applied Techniques Ltd	Feb 11 03 *	mail@captec.ie	Fred Kennedy (MD)	
Computer Associates Ireland	Aug 7 03	carl105@cai.com	H Veniar-Hiram (Director)+E140	* Email no longer accessable
Computer Control Solutions Ltd	Aug 7 03 *	E-mail: outtrak@compuserve.com	James Finnerty (Managing Director)	
Computer Futures	Jan 24 03 *	permanent@compfutures.ie	Lorne Knight (Regional Director)	Automated message from CF Ireland Permanent ireland@computerfutures.ie
Computer Resources Ltd				
Computer Systems Sales Ltd				
Comsolv Computers Limited				
Concept Design Group	Aug 7 03 *	paul@concept-designgroup.com	Paul McCann MD	
Conduit Software				
Connect-Ireland Communications Ltd	Feb 11 03 *	director@connect.ie	Martin Maguire	
Continuum Ireland				
Core Financial Systems Ltd				
Corel Corporation Ltd	Jan 10 04 *	Contact: Anthony 0'Dowd (GM) E-mail: orlaghn@corel.ie Web: http://www.corel.com	Delivery to the following recipients has been delayed. orlaghn@corel.ie	
Coretime.com				
CorporateSkills				
Courseware Interactive Ltd	Jan 24 03 *	info@courseware.ie	Niall Watts (MD)	9. info@courseware.ie No employees at present
CR2				
Crannog software Ltd	Aug 7 03 *	info@crannog-software.com	Paul Glynn Sales	
Creative Intermedia				
Cresselle Ltd				

Croskerry Systems Ltd	Feb 11 03	crskerry@iol.ie	Peter Van (Director)	* Email cannot be accessed
CrossBrowse.com Limited	Feb 11 03	info@crossbrowse.com	Andrew Baird (Commerical Director)	* Email cannot be accessed
CSA Computing Services Ltd	Feb 11 03 *	vbyrne@csa.ie	Viv Byrne	
CSR Ltd				
CTS Technology Ltd				
CuC Software International				
Cybersoft Business Solutions Ltd				
Cyrona Software	Jan 24 03	info@cyrona.ie	Cian Duggan (MD)	
D.B. Computer Services (Dublin) Ltd	Jan 24 03 *	info@dbcomp.ie	Gordon Nother (MD)	
Daon	Aug 7 03 *	fiona.darcy@daon.com	Fiona Darcy (VP Marketing)	
Dascom Midrange Services Ltd.				
Dascom Services Ltd				
Data Magik solutions Ltd	Feb 11 03 *	sja@tinet.ie	Selwyn Akintola (Director)	
Data Relate Software Ltd.				
Data Solutions				
Databank Systems Ltd				
Datac Control International Ltd				
Dataconversion (Software) Ltd	Aug 7 03 *	E-mail: rjok@compuserve.com	Raymond O'Kelly (Managing Director)	
Datalex Communications Ltd				
Dataset Information Systems Ltd	Jan 24 03 *	dataset@indigo.ie	Tim Rafferty (MD)	
Dataware (Ireland) Ltd				
Dataway Ltd				
David J Hall Software Ltd	Jan 10 04 *	Contact: David Hall (Director) *E-mail: davidjhall@iol.ie*		
Deal Dynamics	Feb 11 03 *	john.sheehan@dealdynamics.com	John Sheehan (MD)	
Dedicate Ireland Ltd				
Dedicated CAD Systems Ltd				
Deecal International Ltd				
Deering Communications Ltd	Aug 7 03 *	E-mail: info@deering.ie	John Broaders (*Managing Director*)	
Delcran Ltd				
Delphi Technologies				
Delta Performance Systems Ltd				
DesktopIreland	Jan 24 03 *	info@desktopireland.com	Liz Kane	

Dessa Systems	Jan 10 04 *	Contact: Paul KeoghManaging Director E-mail: info@dessasystems.ie Web: http://www.dessasystems.ie		
Dialogue Systems				
Diatec Ltd	Feb 11 03 *	tech@diatec.ie	Celsus Harper	
Digital Image Ltd				
Digital Switch Systems Ltd				
DigitalCC	Aug 7 03 *	E-mail: email@digicc.com	James Cooke	
DLG Software Services Ltd				
Docutel Ltd				
DOD Technology Ltd				
Doho Internet Services				
Doubleclick International	Jan 10 04 *	Contact: Laverne Lawlor E-mail: llawlor@doubleclick.net Web: http://www.doubleclick.net D153	* Email *cannot* be accessed	
DP Systems Ltd	Jan 24 03 *	sales@dpsystems.com	Dermot Cullen (MD)	
DSR Systems Ltd				
Duolog Technologies	Feb 11 03 *	info@duolog.com	Ray Bulger	
Dynasoft Software Ltd				
Dynix Library Systems Ireland Ltd	Aug 7 03	E-mail: general@infointerleaf.ie	Sean Kelly (Managing Director)	* Email address not accessable
E-Commerce Ltd	Aug 7 03 *	E-mail: vbrophy@ecommerce.ie	Victor Brophy (Managing Director)	Lucy, The Business of eCommerce Ireland was merged with Internet Ireland in 1999 and the company was subsequently sold to the Independent News and Media. I now work as Sales and Marketing Director with ChangingWorlds. Kind Regards. Victor Brophy. victorbrophy@changingworlds.com 353-1-4359833
Easireg.ie				
Ebeon				
EDB 4Tel				
Eden Computer Training Limited	Jan 10 04 *	Contact: Mike Prendergast (Director) E-mail: info@eden.ie Web: http://www.eden.ie		
EDP Services Ltd				
EDS (Ireland) Ltd				
EFT Control Systems Ltd	Jan 24 03 *	info@eft.ie	Reuben Keogh	
Ehost Europe	Feb 11 03	info@ehosteurope.com	Iain MacDonald	* email or website can't be accessed
Eicon Technology	Feb 11 03		Martin Price (SW Development)	* No email on website for Dublin

Eiffel Ireland	Feb 11 03 *	sparker@eiffel.ie	Simon Parker (Computer Consultant)	I'm a sole trader, and not very active at that! If my contribution would still be useful, ask again. Otherwise, I'll give this one a miss, thanks. Simon Parker Eiffel Ireland
Eirplay	Aug 7 03 *	E-mail: info@eirplaygames.com	Peter Lynch	
Electrolux Application Centre				
Emerging Media				
eMuse Technologies Ltd	Jan 10 04 *	Contact: Kristine Knight (VP Human Resources) E-mail: K.Knight@emuse.ie Web: http://www.emuse.ie	I will be out of the office from Monday 5th January and will not return until 30th January. If you need any information, please contact Louise Kildunne, L.Kildunne@emuse-tech.com or by phone +353 1 4741893. Regards, Kristine Knight-Berg. K.Knight-Berg@emuse-tech.com	
Encad Systems Ltd				
Enovation Solutions Ltd				
Ensoft Solutions Ltd				
Enterprise Process Consulting				
Entropy Ltd	Jan 24 03 *	info@entropy.ie	Joe Montgomery (Sales Manager)	
Epicor Software	Feb 11 03 *	info@epicor.com	Sinead Deegan (MD)	
Epionet	Aug 7 03 *	info@epionet.com	Liam MacMahon (Director)	
EPS Computer Systems Ltd				
Equinox eBusiness Solutions				
Equitant	Jan 10 04 *	Contact: Aisling Carroll MD E-mail: info@equitant.com Web: http://www.equitant.com		
ErgoServices Ltd				
Ericsson				
Esat Business				
ESBI Computing Ltd				
ESI/Vector Computing Int	Aug 7 03	E-mail: info@esil.ie	Barry O'Reilly (Managing Director)	* Email not accessible
Euro IT Services	Aug 7 03	mlawlor@euroitservices.com	Fergal Coleman (ops man)	* Email returned
EuroKom Ltd	Jan 24 03 *	sales@eurokom.ie	Seamus Conlon (Systems Manager)	
Eurolinkglobal (Ireland) Ltd	Feb 11 03 *	info@eurologic.com	John Maybury	
Eurologic Systems Ltd	Aug 7 03	info@eurologic.com	John Maybury MD	* Email returned

European Air Surveys Ltd	Aug 7 03	*	eas.iol.ie	Chris Shackleton MD	I think your details on our company might be in error. European Air Surveys & Digitech3D are companies, which produce animated computer models and survey from aerial phtography. While we do complete some internal software development it would not be out mainstream work. You can find details of the company at www.digitech3d.com. regards Chris Shackleton, 353-1-8135000, eas@iol.ie
European Library Solutions Ltd (ELS)	Aug 7 03		info@els.ie	Gerry Murphy (MD)	* Email returned
Europlex Technologies					
Eurosoft Computer Systems Limited					
Eurosoft Ltd					
Everyman Computers Ltd	Aug 7 03	*	E-mail: sales@everyman.ie	Jimmy Plenderleith (Managing Director)	
eWare					
Eworx					
Exact Software Ireland Ltd					
Exaltec Software LTD	Jan 24 03	*	info@exaltec.com	Peter Owens	
Exchequer Software Ireland Limited	Feb 11 03	*	info@exchequer.ie	Alan Connor	
eXpd8 Ltd					
eXplanet.com					
Fenet Communications Ltd					
Feramo International					
Ferrotec Ltd	Aug 7 03	*	E-mail: info@ferrotec.ie	David Ferrie (General Manager)	
Fibernet Ltd					
Fidelity Investments Systems Company, FI					
Finance Management & Control Ltd					
Financial Analysis Made Easy Ltd					
FINEOS Corporation	Feb 11 03	*	info@fineos.com	Michael Kelly (CEO)	
Flexicom Ltd	Jan 24 03	*	pshiel@flexicom.com	Patrick Shiel (MD)	
Focus Technologies Ltd					
Fontis Software Ltd					
Fore Systems Ltd					
Forefront Europe Ltd	Aug 7 03		00353 1-6703211		* No email
FPSVoyager	Aug 7 03		E-mail: eleanor.tierney@fpsvoyager.com	eleanor Tierney (Business Development Manager)	* Email failed to be delivered
Freight Information Systems Ltd	Aug 7 03	*	E-mail: fis@iol.ie	Paul Byrne (Managing Director)	* Email failed to be delivered

Friendly Design Software/Brugle Ltd				
Frontend Usability Engineering Ltd				
Fulcrum Systems Ltd	Jan 10 04 *	Contact: Tom O'Malley MD E-mail: fulcrum@iol.ie		
Funcom Ireland Ltd	Feb 11 03	dublin@funcom.com	Olivia White	* Email cannot be accessed
Fusio Ltd	Feb 11 03 *	info@fusio.ie	Julian Douglas (MD)	
Fusion Business Solutions	Jan 24 03 *	john.omahoney@fusion.ie	John O'Mahony (e-Business development manager)	I've forwarded the survey to my staff and asked them to reply directly to you. Kind Regards, Fergal Division Manager - Business Intelligence Division Client Solutions Ltd / Fusion Business Solutions Ltd www.clients.ie www.fusion.ie www.horizon.ie Client Solutions is a subsidiary company of the Horizon Technology Group
Futura Software Ltd				
Galileo Ireland	Aug 7 03 *	E-mail: des.powell@galileo.ie	Des Powell (Financial Controller)	* Email failed to be delivered
GAMMA				
GE Information Services Eirtrade Ltd				
Geac Enterprise Solutions (Ireland) Ltd				
Genesys Technology Ltd				
Geo Solutions Ltd	Jan 10 04 *	Contact: Dermot O'Beirne Director E-mail: geosol@iol.ie Web: http://www.geosolutions.ie		
Getronics Ireland Limited.				
GFK Technology Ltd	Feb 11 03 *	sales@takefive.ie, gfk@takefive.ie	Pat Downey)MD)	
GFT Software GmbH				
Global Automotive Ireland				
Global Music Distribution (GMD)	Jan 24 03 *	eamon@gmd.ie	Eamonn Donovan (Proprietor)	
Globe.IT	Aug 7 03 *	E-mail: info@globeit.ie	David Flower	HI Lucy thanks for your mail. I am not sure that our organisation is a particularly good candidate for your research as we are a tiny company and would probably lack the skills required. There are just two of us in total and we use contractors to meet our requirements. Let me know what you think. *Regards, Una Langford, Professional Services Manager* Tel: 01-283 9222 Fax: 01-260 7072 e-Mail: una.langford@chase-international.com Web: www.chase-international.com

Globogift.com Limited				
Go2web				
Graphic Media				
Graphic Reproductions	Jan 10 04 *	Contact: David Malone (MD) E-mail: info@vlm.com Web: http://www.graphic.ie		
GrennTech Software				
Griffin Consulting				
Griffin Software Ltd	Feb 11 03 *	customercare@roar.com	Noel M (MD)	
Habaca				
Halcyon Systems Limited	Aug 7 03 *	E-mail: sales@halcyon.ie	David Butler (Marketing Manager)	
Hard-Rock Software				
Hardiman Computer Training	Jan 24 03 *	johnhardiman@oceanfree.net	John Hardiman	
Hassett & Associates Ltd (CBT) Ltd				
Havok				
Headway Software	Jan 10 04 *	Contact: Brendan O'Reilly (MD) E-mail: info@headwaysoftware.com Web: http://www.headwaysoftware.com		
Hera Systems				
Hitachi Laboratory Dublin				
HiTouch				
Hometown Multimedia	Feb 11 03			No email
Horizon Open Systems	Feb 11 03 *	marketing@hos.horizon.ie	Roland Noonan (MD)	
Horizon Technology Group	Aug 7 03 *	E-mail: information@horizon.ie	Basil Bailey (Director: Group Marketing)	* Email failed to be delivered
HotOrigin				
HP (Hewlett-Packard Ireland Limited)				
Icarus e-Com	Jan 24 03 *	postmaster@icarus-e.com	Stephen Tracey (Commercial Director)	
ICARUS Mkt Ltd	Jan 10 04 *	Contact: Michael Giblin (MD) E-mail: postmaster@icarus-e.com Web: http://www.ccs.ie		
ICL Information Technology Centre Ltd				
Icon Software				
IE Internet				
ieComputerSystems Ltd.				
IFG Technology	Feb 11 03 *	support@rbonline.ie	Barry Dermot (MD)	
Inflight Audio Ltd	Aug 7 03 *	E-mail: inflight@indigo.ie	Terry Bonar (Technical Manager)	

Infocell Ltd				
Informatic Management International				
Information Mosaic				
Information Solutions (I) Ltd	Jan 10 04	* Phone: 00353 1-4600752 Contact: Stewart Bourke (Director)	* Could not contact by email	
Informix Software (Ireland) Ltd	Jan 24 03	info@informix.com	Terry Ralph (GM)	*Not able to access by email
Inish Technologies Ltd	Jan 24 03	* kelliott@irish.com	Ken Elliott Head of Consultancy	
Insight Statistical Consultancy				
Integral Computers Ltd				
Integral Design Ltd	Aug 7 03	* E-mail: jknox@integral.ie	Joseph Knox (Managing Director)	* Email returned
Integrity Software (Ireland) Limited	Feb 11 03	* sales@integrity-software.ie	Mark Howell	
Intellect Accounting and Network Solutions				
Intelligo Software Ltd				
Intentia Ireland Ltd				
Interact Services Ireland	Jan 10 04	* Contact: Garrett Byrne (MD) E-mail: garrett@isl.ie Web: http://www.isi.ie		
Interactive 1 Ltd				
Interactive Enterprise Ltd				
Interactive Services Ltd	Jan 24 03	* garrett@isl.ie	Garrett Byrne (MD)	
Interface Business Information Ltd				
Intermec Ireland Ltd	Aug 7 03	* E-mail: info@intermec.ie	Simon Burke (Managing Director)	
International Financial Systems				
International Student Affairs Trinity Co	Feb 11 03	* isa.office@tcd.ie	Ivan Filby	Thank you for your e-mail. Due to the large volume of enquiries received by this office, there may be a delay in responding to your query. Thank you for your patience.isadept@tcd.ie (dept. a/c isa)
Internet Business Ireland				
Internet HQ Ltd				
Internet Ireland	Jan 10 04	* E-mail: webmaster@internet-ireland.ie Web: http://www.internet-ireland.ie		
Intuition Publishing Ltd				
Invest-Tech Limited				
Iona Technologies Ltd				
Irish Film & Television Net				

Irish Medical Systems - IMS	Jan 24 03 *	info@imsmaxims.com	Brian Ennis (MD)	
iScan	Aug 7 03 *	E-mail: gavin@iscan.it	Gavin Doherty ( )	
ISI Interact				
ISOCOR	Feb 11 03	robert.byrne@isocor.ie	Raomal Perera (GM)	* Can't access email
IT Design Ltd	Feb 11 03 *	info@itdesign.com	John Hearne (MD)	
IT Solutions	Jan 10 04 *	Contact: Evelyn Doyle (CEO) E-mail: sales@it-sols.com Web: http://www.it-sols.com		
Ivron Systems Ltd				
Ivutec				
J.D. Computer Consultants Ltd.				
Japan Bytes				
Jefferson Software Ltd JetForm Ireland Ltd	Aug 7 03 *	E-mail: sales@jefferson.ie	Malachi Doherty (Managing Director)	
Jinny Software Limited K-COMMERCE LTD t/a K-BRIX	Jan 24 03 *	info@jinny.ie	Irene Dehnene (Head of Marketing)	
Kadius Systems Ltd	Feb 11 03	info@kadius.com	David Murray (business dev. Director)	* Not able to access by email
Kapooki Games	Feb 11 03 *	info@kapookigames.com	Michael Griffin (CEO)	
Keating & Associates				
Kelly Systems Ltd				
Kennedy Software & Systems Ltd				
Keogh Software				
Kerna Communications	Aug 7 03 *	E-mail: alan@kerna.ie	Alan Byrne (MD)	
Kerridge Computer Co (Ireland) Ltd				
Keysoft Ltd				
Kilclare Software				
Kingswood Computing Ltd	Jan 24 03 *	info@kingswood.ie	Gerry Lynskey (MD)	
Kompass Internet	Feb 11 03 *	john.roden@kompass.ie	John Roden (MD)	
KPMG SKC Software				
KSM Systems Ltd				
Kudos Partnership Ireland Ltd				
Kumari Software Ltd				
L & P Systems Ltd LabSys Ltd	Aug 7 03 *	E-mail: info@lpgroup.ie	Gerald Langford (Managing Director)	
Labyrinth				
Lake Communications				

Lan Communications Ltd				
Lendac Data Systems Ltd	Jan 10 04 *	Contact: Sean McNamee MD E-mail: info@lancomms.ie Web: http://www.lancomms.ie		
Level Software Ltd	Jan 24 03 *	info@lendac.ie	Don Lehane	
Link Technology Ltd	Feb 11 03 *	info@kernel.ie		
Lionbridge				
Lionet Technologies Ltd				
Livingston	Aug 7 03	E-mail: info@livingston.ie	Vincent Dillon (Director/ General Manager)	* Email returned as unaccessable
Logica Mobile Networks	Aug 7 03	E-mail: mnMarketing@logica.com	Norbert Sagnard (Global Marketing Manager)	
Lotus Development Ireland	Aug 7 03	lotus_information_services@lotus.compo	M. Cusack GM	* Email returned as unaccessable
LPS Ltd	Aug 7 03 *	info@lps-group.com	William Lacey MD	* Email returned
LSS Ireland Limited				
Lucent Technologies	Jan 10 04 *	Contact: Eoin O'Driscoll Supply Officer E-mail: annfox@lucent.com Web: http://www.lucent.ie	* Not able to access by email	
Macalla Software Limited				
Macrovision Ltd	Feb 11 03 *	kierank@macrovision.ie	Antonio Murroni (Corporate Director)	
Madec Computing	Jan 24 03 *	info@madec.com	David Martin (Marketing and Sales)	mike@madec.com Sorry we don't wish to take part.
Madge Networks Ltd				
MANITeX	Aug 7 03 *	E-mail: info@manitex.ie	Steve Gillman (Managing Director)	
Manpower Ireland				
Manser Ltd				
Manuson Ltd				
Mapflow				
Marconi	Jan 10 04 *	Contact: Sandra Stewart E-mail: sandra.stewart@marconi.com Web: http://www.marconi.com		
Marrakech				
Martello Media				
Mason Communications Ireland	Feb 11 03 *	ireland@masoncom.com	Paul O'Brien (Marketing Exec)	
MDIS				
Mediacom Ltd	Jan 24 03 *	mediacom@indigo.ie	Tony Cahill (MD)	
Mediaone	Aug 7 03 *	E-mail: info@mediaone.ie	Stephan Daniels (Managing Director)	
Mentec International				

Mercury Software Ltd				
Merville House				
MetaCreations International Ltd	Jan 10 04 *	Contact: John Hartnett (VP) E-mail: johnh@metacreations.com Web: http://www.metacreations.com	* Not able to access by email	
MetaTools International Ltd				
Metropolis Interactive				
MICL				
Microsoft Ireland	Feb 11 03 *	information@contact.microsoft.ie	01-450-2113 kevin Dillon (MD)	
Microsoft WPGI (Worldwide Products Group	Aug 7 03	E-mail: mscrc@msm.com	Julia MacLauchlan (Director)	* Email returned as inaccessible
Microsol Ltd	Aug 7 03 *		Kevin Dillon (MD)	00353-1-2953826
Midas Digital Ltd	Jan 24 03	info@midasdigital.com	Gerard Swan (MD)	* Can't find site
Millenium Data Services	Jan 24 03 *	togher@indigo.ie	Vincent Togher (Director)	
Mirador Software Ltd				
MobileAware	Jan 10 04 *	Contact: Brian Collins (CEO) E-mail: info@mobileaware.com Web: http://www.mobileaware.com		
Modus Media International Ireland				
Moneymate Ireland				
Moss Technology Ltd				
Motherboard Ltd				
Multimedia Solutions Ltd.	Feb 11 03 *	cathal@multimedia.ie	Cathal O'Connor (MD)	
Multitime Ltd	Aug 7 03 *	E-mail: time@flextime.ie	Ciaran Rowsome (Managing Director)	
Natural Language Systems				
NCL t/a Noctor Consulting Ltd				
Nebula Technologies Ltd	Jan 24 03 *	info@nebula.ie	Keith Nealon (Director)	
Net Nation IT Recruitment	Jan 10 04 *	Contact: Gerry Nolan (Director) E-mail: jobs@netnation.ie Web: http://www.netnation.ie		
Net Results Ltd				
NETg Ireland and Mindware				
Netscape Communications Corporation				
Nevada Tele.com				
New Media Technology Training Ltd	Aug 7 03 *	E-mail: kmcerlean@hypermedia7.com Kelly McErlean (Managing Director)		
New World Commerce/Cunav	Feb 11 03 *	info@nwcgroup.com	Canice Lambe (MD).	

Technologies				
Newmedia Design Limited				
Norcontel (Ireland) Ltd				
Norkom Technologies Ltd				
Notley Cahill Systems Ltd	Jan 10 04 *	Contact: Doug Notley (MD) E-mail: info@notley.com	* Not able to access by email	
Novell Ireland	Jan 24 03 *	info_ireland@novell.com	Caroline Lonergan (GM)	Automated message.
NRG Ltd				
Ocuco Limited				
Openet Telecom				
OPSIS Ltd	Aug 7 03 *	opsis@iol.ie	Brian O'Neill (CEO)	
Optimal Systems Ltd				
Oracle Corporation Ireland	Feb 11 03	info@uk.oracle.com	John Apleby (MD)	* Email can't be accessed
Oracle Europe Manufacturing Ltd	Feb 11 03	mocallaghan@ie.oracle.com	Michael O'Callaghan (MD)	* Email can't be accessed
Orbis Information Systems	Feb 11 03 *	john.tobin@orb-is.com	Michael Gannon (MD)	
Orbiscom Ireland Ltd.	Jan 10 04 *	Contact: Denis Cody Marketing Manager E-mail: info@orbiscom.com Web: http://www.orbiscom.com		
Orbism				
Orpheus Productions Ltd				
Osmosis Ireland Limited	Jan 24 03 *	grahamf@osmosis.ie	Graham Foster (MD)	
Ossidian Technologies				
PACE Soft Silicon	Aug 7 03 *	info@pace-institute.com	Neil Salvi (MD)	
PACE Software - Partners in Accelerated				
Palamon Technology Ltd				
Paragon Group	Feb 11 03 *	info@paragon.ie	Andrew Balestrieri (Business Dev. Manager)	
Parallel Internet				
Parcom Media Ltd	Jan 10 04 *	Contact: Jerry Foley MD E-mail: info@parcom-media.com Web: http://www.parcom-media.com		
Parity Solutions (Ireland) Ltd				
Pascal Software Ltd				
Pastel Software (Europe) limited				
PAYSYS International Ltd				
Pendulum Software Ltd	Jan 24 03 *	pendulum@indigo.ie	Michael McSherry (MD)	
Pentagon Solutions Ltd.	Aug 7 03 *	info@pentagon-solutions.com	Jamie Chambers (MD)	
Percom Computers Ltd				

Performance Business System				
Performance Fluid Dynamics (PFD) Ltd	Feb 11 03 *	info@pfd.ie	Steve Cropper (Business Dev Manager)	
Performix Technologies	Jan 10 04 *	Contact: Cathal McGloin (CEO) E-mail: info@performixtechnologies.com http://www.performixtechnologies.com		
Performix Technologies Ltd				
Perot Systems				
Phantom Computer Games Ltd				
Phimac Computing Ltd				
Phoenix Software	Aug 7 03 *		Dominick Hughes MD	00353-1-8682244
Phoenix Technology Group	Aug 7 03 *	solutions@phoenix.ie	John Feehan (MD)	* Email returned
Pinnacle	Jan 24 03 *	info@pinnacle-online.com	Frances Johnston (ME)	
PMI Software Ltd				
Point Information Systems Ltd				
PolarLake	Feb 11 03 *	info@polarlake.com	Ronan Bradley(CEO)	
Polydata Software Ltd				
POS Systems Ltd				
Post.Trust Limited				
Prediction Dynamics				
Prediction Dynamics	Aug 7 03 *	info@predictiondynamics.com	Tom Golden (MD)	
Prestige Systems Limited				
Principle Concepts Design Co. Ltd				
Priority Data Systems Limited				
Progressive Systems Enterprise Ltd	Jan 24 03 *	info@prose.ie	Des Warren (Director)	
Prospectus Strategy Consultants	Jan 10 04 *	Contact: Aoife Byrne (Marketing Manager) E-mail: strategy@prospectus.ie Web: http://www.prospectus.ie	Hi Lucy, We don't have any IT employees. Had a look at your survey and it really doesn't relate to us at all. Sorry we can't be of any help on this occasion. Kind regards, Sorcha Doyle HR Manager sdoyle@prospectus.ie	
Pyramid Consulting Limited	Feb 11 03 *	pmillar@pyramidconsult.ie	Pat Millar	
QMS Software Ltd				
Quadris Multimedia Ltd				
Quantum Computing Ltd				
Quarterdeck International Ltd	Aug 7 03	qservice@quarterdeck.com	Eoin Gilley (VP/GM)	* Email returned

Quartet Solutions	Aug 7 03				* Closed
Quattro 2000 Ltd.	Aug 7 03	*	info@q2k.com	Alec. Darragh MD	
Quest Computing Ltd					
Rakersoft					
Rand Worldwide	Jan 10 04	*	Contact: Declan Doyle (Sales Manager) E-mail: ddoyle@rand.com Web: http://www.rand.com		
Rapid Technology Interfaces Ltd	Jan 24 03	*	sales@rti.ie	Mary Goulding (CEO)	
Raven Computing	Feb 11 03				* No email or website
Red Circle Technologies	Feb 11 03	*	sales@red-circle.com	Eugene O'Mara (Chief Operations Officer)	
Red Eye Software/Complete Business Solut					
Relmar Ltd	Aug 7 03	*	postbox@relmar.ie	Louise Waddington (Business Manager)	* Email returned
Renview Ltd					
Resolution Technology					
Resolve Software					
Retail Transaction Interfaces (RTI)					
Reton Technologies	Jan 10 04	*	Contact: Marcella McCann (SalesExec) E-mail: sales@reton.com Web: http://www.reton.com		
RITS					
S-Curve Technologies Limited					
Saadian Technologies Limited	Jan 24 03	*	dave@saadian.com	Dave McCarthy (Sales Director	
Sachetman Ltd	Feb 11 03		info@sachetman.com	Martin Hanan	* Email can't be accessed
Sage Ireland	Feb 11 03	*			
SAP Ireland	Aug 7 03	*	info@sap.com	MD	Due to the high number of requests received from students and researchers, we will not be able to participate in your research. We would like to thank you for contacting SAP (UK) Ltd, and wish you well with your research work. Shelagh. Info.uk@sap.com
Sapphire International Ireland Ltd					
Saturn Corporation					
SDL Technology					
Seal Multimedia Productions	Jan 10 04	*	Phone: 00353 1-2807452 Contact: Ronan Smith (MD)	* Email can't be accessed	
Seefa Software Ltd					
Sephira Ltd (Resolve Technologies)					

SerCom Solutions				
Servecast.com	Feb 11 03 *	info@servecast.com	David Hall (Operations Manager)	
Setanta Communications	Jan 24 03 *	mail@setanta.ie	Michael Moloney (MD)	
Setanta Quality Systems Ltd	Aug 7 03 *	sqs@setanta-qs.ie	John McGann (Director)	We are no longer in the software business area. Sorry we cannot be of assistance. John McCann.
Sharptext Ltd				
Shenick Software Systems Ltd.				
Sigma Wireless Technologies Ltd				
Silicon & Software Systems (S3)	Jan 10 04 *	Contact: John O'Brien (CEO) E-mail: info@s3group.com Web: http://www.s3group.com		
Silicon Vista				
Simpson Xavier Financial Market Software				
SimulTrans Ltd.				
Skytek				
Smartforce	Feb 11 03	john_shiel@smartforce.com	John Shiel (MD)	* Can't access email or website
SMS Ireland	Feb 11 03 *	tholmes@indigo.ie	Tom Holmes (Sales manager)	
Soft Export (Europe) Ltd	Jan 24 03 *	info@softexport.com	Dan McGovern (GM)	
Soft-ex Ltd	Aug 7 03 *	info@softex.ie	Dean Gunnip (Sales marketing manager)	
Softco Ltd.				
Softech Telecom International	Jan 10 04 *	Contact: Kirsty Flynn (Marketing Manager) E-mail: info@softech-telecom.com Web: http://www.softech-telecom.com	Lucy, Kirsty Flynn has now left the company. I am based in the UK office. I have forwarded this to one of my colleagues in the Dublin office. If appropriate they will respond to you directly.... Best of luck with the research! Dan Taylor d.taylor@soft-ex.net	
Softkey International Ireland Ltd				
Softonomy Ltd				
Softskills				
Software & Systems Engineering Ltd (SSE)				
Software Dimensions	Aug 7 03 *	info@adest.com	Stephan Tunney (MD)	
Software Dynamics Ltd	Feb 11 03	fdl@eircom.net	James Ryan (MD)	
Software Enterprises Ltd	Feb 11 03 *	jsheehan@indigo.ie	John Sheehan (MD)	
Software Expressions Ltd				

Software Packaging Associates Ltd	Jan 24 03	*	info@softpack.ie	Ann Greene (GM)	AGreene@softpack.ie Lucy, as our company is an outsource manufacturing service provider to the IT industry, I do not believe our workers would represent an appropriate representation for your survey. I would suggest that you contact Enterprise Ireland or IDA who can give you a list of Software Development and/or localization organisations, whose staff may better fill the criteria. I wish you luck with your survey, Ann
Software Paths Ltd	Jan 10 04	*	Contact: Therese M Bradley (MD) E-mail: info@softpath.ie Web: http://www.softpath.ie		
Software Resources Limited					
Software Spectrum BV					
Solution 6 Ireland Ltd					
Sopht Ltd					
Spectel Electronics Ltd	Aug 7 03		post@spectel.ie	Gerard Moore (MD)	* Email returned
Spiders Consultancy	Aug 7 03	*	info@spiders.ie	Paul Maher (MD)	
Spin Solutions	Feb 11 03	*	info@spinsol.com	Sandra O'Casey (Commercial Director)	
SSE Ltd					
SSI Computer Group Limited					
STORM Web Development Limited	Jan 10 04	*	Contact: David Lehane (Directors) E-mail: info@stormweb.ie Web: http://www.stormweb.ie		
Strata IT	Jan 24 03	*	stratait@iol.ie	Michael Pollack (MD)	
Strategic Computing Limited					
Sun Microsystems Ireland Ltd					
SX3 - (Service & Systems Solutions Limit					
Symantec	Aug 7 03	*	webmaster@symantec.ie	Austin McCabe (MD)	
Synapse Software Ltd					
Synstar Computer Services International					
Sysco Software Solutions	Feb 11 03	*	info@sysco.ie	Emer Kenny (Mrketing Manager)	
System Action Ltd					
System Options Ltd	Jan 10 04	*	Contact: Rufus Langley (MD) E-mail: info@systemoptions.com Web: www.systemoptions.com		
Systemhouse Technology Group Ltd					
Systems Solutions Ltd					

TalkTel	Jan 24 03	*	info@talktel.ie		dvinnell@eircom.net Lucy, All email with attachments from unknown sources are deleted unread. Regards Dave Vinnell TalkTel Systems
Tally Systems Ltd					
TAMOO	Aug 7 03		info@tamoo.com	Sharon Kennedy (MD	* Email returned
Target Media	Aug 7 03	*		John Dromey MD	00353-1-6687155/6611
Tassoftware t/a Megatech Software (Irl)					
Teamsoft Limited					
Techconsult International Ltd	Feb 11 03	*	info@techconsult.ie		
Technipoint Ltd	Jan 10 04	*	Contact: Patricia May (MD) E-mail: tpoint@technipoint.ie Web: http://www.technipoint.com		
Techpro Ltd					
TechWorks Marine Ltd.					
Telelogic Ireland Ltd					
Telenor R & Development (Ireland) Ltd					
Telogic	Jan 24 03	*	ipns@telogic.ie		
TerminalFour	Aug 7 03	*	info@terminalfour.com	Piero Tintori	
Terraglyph Dublin Limited					
The Alpha Group					
The B-Team Limited					
The Big Red Book Co Ltd	Feb 11 03	*	bigred@iol.ie		
The Electric Paper Company Ltd					
The eMMs Group					
The Interactive Avenue					
The Ward Group					
The Wolfe Group	Aug 7 03		neasap@wolfegroup.com	Nease Parker (Marketing manager)	* Email returned
Three Rock Software	Aug 7 03	*	info@threerock.com	Peter Mac Giollafheara Technical Director	
TIU Group	Jan 24 03	*	tiu@tiu.ie	Garrett Hickey (CEO)	
TNS Ltd					
Togher Systems Ltd					

Torex Ireland	Jan 10 04 *	Contact: Steve Garrington (Managing Director) E-mail: maria.ling@torex.com Web: http://www.torex.com	* Cannot access email - website under construction	
Total Network Solutions Ltd	Feb 11 03	info@tns.ie	Vincent Barnes (MD)	* Cannot access email - website under construction
Total Retail Control Ltd	Feb 11 03 *	sales@trcepos.com	Gavin Peacock (MD)	
Tour IT Ltd				
Transline Ireland Limited				
Transoft Publishing Ltd	Aug 7 03 *	00353-1-2783805	Sandra Duffy (MD)	
Transware				
Trapedza Financial Systems Ltd				
TrendSoft (Ireland) Ltd				
Trigraph Software Research Ltd	Jan 24 03 *	conors@indigo.ie	Conor Sexton (MD)	
Trintech Manufacturing Ltd	Jan 10 04 *	Contact: Cyril McGuire (MD) E-mail: info@trintech.com Web: http://www.trintech.com		
Trust 5				
Tsunami Photonics Limited	Feb 11 03 *	info@tsunamiphotonics.com	Cyril Dolan (Director of Engineering)	Receiived one reply from dave.gibson@tsunamiphotonics.com
UDS Software Ltd				
Uniscape Europe				
Vantage Software Limited	Aug 7 03 *	vantage@vantage.ie	Simon Martin (Director)	
Venturenet Ireland Ltd				
Veritest				
Version 1 Software Ltd.				
Vertex Interactive (Ireland) Ltd				
View Shop Ireland	Jan 10 04 *	Joshue O'Connor (Senior Designer) E-mail: info.ie@view-shop.com Web: www.view-shop.com		
Vingo Software	Jan 24 03 *	info@vingo.org	Pat Walsh	
VISaer (IRL) Limited				
Visibility Aerospace Ltd	Feb 11 03 *	softvis@iol.ie	Aidan Gallagher (MD)	The company has no employees in the Republic of Ireland. Danny McLoughlin Phone Int'l + (353) 1 8391493
Visio International				
Vision 2000	Aug 7 03 *	sales@vision2000.ie	David Kerr (Sales Director)	
VISION Consulting				
VistaTEC Ltd				
Vivendi Universal (Havas				

Interactive Ir				
Voicevault				
Volta	Jan 10 04	* Contact: Ann Marie Brennan (Director) E-mail: info@volta.net Web: http://www.volta.net		
Vordel				
Watchedover.com				
Waterford Technologies	Jan 24 03	* info@waterfordtechnologies.com	Brendan Nolan (CEO)	
WBT Systems	Feb 11 03	* info@wbtsystems.com	Declan Kenny (CEO)	
Webbed Feats Ltd.	Aug 7 03	• info@webbedfeats.ie	Daire Lawlor (MD)	
WebBusters				
Webfactory				
Webtrade Ltd				
Webzone				
WEISKOFF Ltd t/a Equinox - Business Solut	Jan 10 04	*		
Wilde Technologies Ltd				
Wiztec Ltd.				
Worldlink				
www.easireg.ie	Feb 11 03	• info@easireg.ie	Jim Cassidy (Director)	
X Communications	Jan 24 03	info@xcommunications.ie	Susan Cahill (Business Development Consultant)	* Not able to access by email
Xelector	Jan 24 03	* iinfo@xelector.com	Kevin Connors (CFO)	Dear Lucy, Apologies for the delay in responding to your request but after some recent staff losses here at Xelector I have been left rather short staffed with a number of important deadlines looming. Unfortunately, much as though I am in favour of helping out on studies such as these, with the current situation at Xelector and deadlines fast approaching, I cannot divert staff attention away from their core work at this time. Sorry that I could not be of more help on this occasion. Regards, Steve Long General Manager steve.long@xelector.com
XIAM Limited	Aug 7 03	* info@xiam.com	Colm Healy (CEO)	
XML Workshop Ltd				
Zandar Technologies Ltd/Beta Electronics				

Appendix K

Database of Silicon Valley Firms

A Bit Better Corporation			
Abacus Concepts.			
Abekas Video Systems			
AbhiWeb Corporation			
Able Technical Services			
Accept.com (formerly Emptor)			
Acclaim Technology, Inc.			
Accton Technology Corporation (USA)			
Acecad, Inc.	Jan 10 04	* www.acecad.com	* Cannot be accessed
ACEO Technology, Inc.			
Acer America			
AcknoSoft			
ACMA Computers, Inc.	Jan 24 03	* Tel: 1-800-786-8998 Fax: 510-651-0629 E-mail: cust_service@acma.com Fremont, California	
Acme Software, Inc.			
Acta Technology			
Actel Corporation			
Action Technologies, Inc.			
ActivCard, Inc.	Jan. 10 04	* www.activcard.com ActivCard Corp. 6623 Dumbarton Circle, Fremont, California 94555, Tel: 800.529.9499 Tel: 510.574.0100 Contact via built-in email	Thank you for your inquiry. An ActivCard representative will contact you shortly. If you would like to speak with us in the interim, please call 1-800-529-9499 or 1-510-574-0100. ActivCard http://www.activcard.com From: contact@activcard.com
Active Software, Inc.	Aug 7 03	* Bought by webmethods	* Cannot be accessed
Adaptec	Apr 4 03	* Adaptec, Inc. , 691 South Milpitas Boulevard Milpitas, California 95035 t. 408.945.8600 (not for technical support) f. 408.262.2533 jobs@corp.adaptec.com (Email HR)	Adaptec Recruiting AdaptecRecruiter@adaptec.com
Adauction.com			
Adax, Inc.	Jan 24 03	* Adax Inc., 614 Bancroft Way Berkeley, CA 94710 Tel: (510) 548 7047 Fax: (510) 548 5526 Email: sales@adax.com	
AdiCom Wireless, Inc.			
Adobe Systems Inc			
Advanced Computer Communications			

Advanced Micro Devices			
Advanced System Products, Inc.	Jan. 10 04	* Initio Corporation, 650 North Mary Ave Sunnyvale, California 94085-2906 Tel:800-994-6484 Fax: 408-245-6885 HR jobs@initio.com	Now called Initio Reply from: virgenv@initio.com Thank you for your message. Virgen Vincenti
Advisor Software, Inc.			
AdvisorTech Corporation			
AFH Systems Group			
AG Group			
Agorics, Inc.			
AIM Technology	Jan 24 03	* AIM technology Headquarters: 695 Oak Grove Ave., Suite 100 Menlo Park, CA 94025 1-650-838-1180 info@aimtechnology.com	
Aimnet Information Services			
AITech International Corporation			
AirSoft Inc.	Jan 10 04	* www.airsoft.com	* No contact information
Aladdin Systems			
Alcatel TITN Inc.	Aug 7 03	* Alcatel USA Sales & General Inquiries Originating Within North America (Toll Free) 1-800-ALCATEL or 1-800-252-2835	*No contact info for Silicon Valley
A-Link Network Services			
AllBusiness.com	Apr 4 03	* service@inter-works.com	
Alldata Corporation			
Allied Telesyn			
Allegis Corp.			
Aloha Networks	Jan 24 03	* Aloha Networks, Inc., P.O. Box 29472 San Francisco, California 94129-0472 Telephone: (415) 561-2400 Fax: (415) 561-2411 E-mail: information@alohanet.com	
Alpah Software	Jan 10 04	• Mountain View, CA info@ahpah.com (650-960-2472)	
alphaWorks (IBM)			
Alps Electric USA			
Altera Corporation			
Amber Networks			
Amdahl Corporation			
American Digicom Corporation			
Ampex Inc.			
Anachron Technologies			
Analog Devices	Jan. 10 04	* Telephone Support U.S. and Canada: Phone: 1-800-262-5643 or 781-461-3333	

ndale.com			
Andromedia			
Angara Database Systems	Aug 7 03	* jobs@buydomains.com	
nswer Systems Labs, Inc.			
Antec Inc.			
pex Global Information Services	Apr 4 03		* Owned by a new company in VA
pplied Micro Circuits Corporation	Apr 4 03	* 1144 East Arques Avenue, Sunnyvale, CA 94085, USA Tel: (408) 731-1600 support@amcc.com Fax: (408) 731-1660 www.amcc.com	This is an automated reply from support@amcc.com. We received your message on 2:03:44 PM 4/4/03. Product Support, AMCC (support@amcc.com) Direct: 1-800-840-6055 (U.S. Only) or 858-535-6517
pple Computers			
pple Computers - Macintosh Application Environment	Jan. 10 04	*	
Applied Signal Technology			
Applied Testing and Technology			
ptos Semiconductor Corporation	Jan 24 03		* Closed *
Aquaduct Software	Jan 24 03	* Aqueduct, Inc., 27081 Aliso Creek Rd., Suite 100 Aliso Viejo, CA 92656 949.448.4500 info@aqueduct.com	
quatic Moon Software			
Arachnid Software, Inc.			
RCOM Electronics, Inc.			
Araxsys Inc.			
Arboretum Systems	Jan. 10 04	* Tech support: 510-834-3231 Email pctech@arboretum.com for Windows issues	
ristoSoft			
Aromat			
Array Microsytems, Inc.			
Asante	Aug 7 03	* Asanté Technologies, Inc., 821 Fox Lane, San Jose, CA 95131, USA Tel (408) 435 8388 orders@asantestore.com Customer Service	
Ascend Communications			
ASG Technologies, Inc.			
Ashlar, Inc.			
Aspect Telecommunications	Apr 4 03		
Assured Access	Apr 4 03	Tel (408) 435 8388	
Astound, Inc.	Apr 4 03	* Fax (408) 432 7511	
Atalla Corporation			
Atari Corporation			
@Home	Aug 7 03	* http://www.home.net/ No contact info	
Atmel Corporation			

Attachmate Internet Products Group			
Attest Systems, Inc.	Jan 24 03	* 100 Rowland Way, 2nd Flr Novato, CA 94945-5011 415-209-1700 info@attest.com	
a2i Communications			
AuctionWatch.com	Jan. 10 04	* Changed its name to Vendio (vendio.com) jobs@corp.vendio.com	
AudioSoft			
Augio Software			
AUNET			
Aurigin Systems			
Auspex Systems			
AutoDaq			
Autodesk, Inc.			
AVA Instrumentation, Inc.			
Avaika Networks Corporation	Jan. 10 04	*	* No longer in operation *
Avance Logic, Inc.	Apr 4 03		*Taken over by another company *
Avant!	Apr 4 03		*Taken over by another company *
Avantos Performance Systems	Apr 4 03		*Cannot be accessed *
Avcom Systems Inc.	Apr 4 03	* AVCOM Sunnyvale Corporate HQ 573 Maude Ct., Sunnyvale, CA 94085-2803 Phone: 408.735.9100 Fax: 408.735.9111 Human Resources Priscilla Cramer Email: priscilla.cramer@avcom.com Phone: 408.523.1808	
Avistar Systems	Aug 7 03	* Headquarters Office, 555 Twin Dolphin Drive 3rd Floor, Redwood Shores, CA 94065 Tel: 1.650.610.2900 Public Relations: John Carlson Avistar Communications Corporation Tel: 1.650.610.2965 Email: jcarlson@avistar.com	
AVM of America, Inc.			
AvniSoft Corporation			
Aurum Software, Inc.			
AutoWeb Interactive	Jan 10 04	* No contact info	
Aveo, Inc.			
AXCIS Information Network	Jan 24 03	* 2584 Wyandotte Street Mountain View, CA 94043 Phone (650) 316-1020 info@trackmaster.com	
Axil Computer, Inc.			

Axis Consulting International			
Aztech Labs			
Basement.com			
Basis Communications			
BATS, Inc.			
Bay Area Internet Solutions	Jan. 10 04	* Bay Area Internet Solutions (BAIS, Inc.) 2650 San Tomas Expressway, Santa Clara, CA 95051-0953 Tel: 408.545.0500 jobs@bayarea.net	
Bay Networks			
BayStone Software			
BayWare, Inc.	Apr 4 03		* No contact information
Be Inc.	Apr 4 03		* No longer in operation *
Beatnik	Apr 4 03	* Beatnik, Inc., 2600 South El Camino Real, San Mateo, CA 94403 questions@beatnik.com valbreslow@earthlink.net Tel: +1 (650) 295-2300 Fax: +1 (650) 295-2333	
Beckemeyer Development	Aug 7 03	* Now earthlink networks http://www.earthlink.net/ email: careers@earthlink.net	* Returned email: careers@earthlink.net
Bell Microproducts			
BenefitPoint			
Berkeley Systems	Jan 10 04	*	* Cannot access website
BEST Internet Communications, Inc.			
BeyondNews			
BigBook			
BigOnline			
BioSoftware Marketing			
BioSpace.com	Jan 24 03	* 245 11th Street, San Francisco, California 94103 U.S.A. Phone: 415-355-6500 Fax: 415-503-1070 E-Mail: customercare@biospace.com	
BioVison			
Bitlocker			
Blue Martini	Jan. 10 04	* Blue Martini Software 2600 Campus Drive San Mateo, California 94403, United States Phone: +1.650.356.4000 Sent built-in email	Thank you for submitting your inquiry / comments to Blue Martini Software. Someone will respond to you as soon as possible. solutions@bluemartini.com
Blue Neptune			
Blue Pumpkin Software			
BlueMoney Software Corporation			

Blyth Software, Inc.			
BoldFish	Apr 4 03	* 471 El Camino Real, Suite 110 Santa Clara, CA 95050 Tel: 408-236-3620 Fax: 408-236-3699 info@boldfish.com www.boldfish.com	
Bonsai Software, Inc.			
Books That Work			
Boole & Babbage, Inc.			
Borland International	Aug 7 03	* Corporate Headquarters 100 Enterprise Way, Scotts Valley, CA 95066-3249, USA Ph: (831) 431-1000 resume@borland.com	Thank you for your interest in career opportunities at Borland Software Corporation. We have received the resume or other information which you recently sent to resume@borland.com .
Brainstorm Networks			
Branders.com			
Brightmail, Inc.			
Brightware			
Broadcast Management Plus			
BroadLogic, Inc.			
BroadQuest			
BroadVision, Inc.			
Broderbund Software, Inc.	Jan. 10 04	* resumes@riverdeep.net Broderbund.com, a division of Riverdeep, Inc. 500 Redwood Blvd., Novato, CA 94947 Tel: (415) 382-4400	
Brodia	Jan 24 03	*** The Brodia Group 221 Main Street, Plaza Level San Francisco, CA 94105 voice: (415) 495-3100 fax: (415) 495-3177 jobs@brodia.com	Can't access website
Brothers Union International Corporation	Jan 24 03		** Can't access website
BuildPoint	Jan 24 03	* 2200 Bridge Parkway Suite 103 Redwood Shores, CA 94065, 1877 284 5378 support@buildpoint.com	
Bullet Telecom			
Bullseye Systems			
BuyDirect.com			
Cadence Design Systems	Apr 4 03	* 2655 Seely Avenue San Jose, CA 95134 Phone: 408.943.1234 support@cadence.com Fax: 408.943.0513 www.cadence.com	Thank you for sending your support request via e-mail. Cadence Customer Support acknowledges the receipt of your support request.All requests are responded to in the order in which they were received. An engineer will respond based on your preferred method of contact. For future reference when submitting a Service Request via email to the Support Center,the email requires formatting the Subject line of your email

				with the keyword: Submit Cadence Customer Support Toll-Free 1-877-CDS-4911 Online Support: http://sourcelink.cadence.com Cadence Customer Support sadmin@cadence.com
Caere Corporation				
Camstar Systems, Inc.	Jan. 10 04	*		
Canon Research Center America	Aug 7 03	*		
Casady & Greene, Inc.				
Castle Rock Computing, Inc.				
C-Cube				
Celerity Systems Inc.				
CellNet Data Systems				
Centigram				
Central Office (The)				
Centraal Corporation	Jan. 10 04	•		
Centura Software				
Cerent Corporation				
Chaco Communications, Inc.				
ChartWare, Inc.				
CheckPoint Software Technologies, Inc.	Jan 24 03	*	Check Point Software Technologies Inc. Three Lagoon Drive, Suite 400 Redwood City, CA 94065 Tel: 650-628-2000 Fax: 650-654-4233 info@checkpoint.com	I phoned HP and asked then for a contact name or email address. I was told to send any requests to student@hp.com This reached an actual student: From: bozsa@hp.com Hi Lucy, you got the wrong eMail Adress! This Mailbox is the one of the students at infocenter. Best regards, Andreas Bozsa I tried info@hp.com and got an automated message from whpadm@hpat542.atl.hp.com
CHEM USA				
Chemical Safety				
Chip Express				
Chips and Technologies	Apr 4 03	*	2200 Mission College Blvd., Santa Clara, California 95052, USA Tel: (408) 765-8080 Fax: (408) 765-9904 web.resumes@intel.com	
Chordiant Software				
Chroma Graphics	Aug 7 03	*	Chroma Group - Corporate Office Phone: 650.827.4700 Fax: 650.827.4718 Email: info@chroma-corp.com 1150 Bayhill Drive, Suite 215 San Bruno, CA 94066	• Email returned by postmaster
Chromatic Research, Inc.				

Cirrus Logic			
Cisco Systems, Inc.			
Clarify, Inc.			
ClariNet			
Claris			
Click.Net	Jan 10 04	*	* Cannot be accessed
ClipApps			
Clip2.com			
Clockware			
Cloudscape			
Coastcom			
Coastek			
Cognitive Technology Corporation			
Cohera			
Comit Systems	Jan 24 03	* Comit Systems, Inc., 3375 Scott Blvd, Suite 330 Santa Clara, CA 95054, USA Phone: ++1(408)-988-2988 Fax: ++1(408)-988-2133 *Email* : info@comit.com	
Commerce One			
Commsoft	Apr 4 03	* support@commcat.com	
Common Ground Software	Aug 7 03	*	* Cannot be accessed
CommTouch Software Inc.			
Community ConneXion			
CommVision Corporation			
Compass Design Automation			
CompCore Multimedia			
Competitive Automation	Jan. 10 04	*	* No contact information given
Compubahn, Inc.			
Computer Access Technology Corporation			
Computer College Silicon Valley			
Computer Graphics Systems Development Corporation			
Compuware			
Com21, Inc.			
Concentric Network Corporation			
Conduct			

Confluent, Inc.			
Connect, Inc.	Jan. 10 04	*	* Cannot be accessed
Connectix Corporation			
Consensus Development Corporation			
Consilium, Inc.	*Jan* 24 03	* Ask_Employment@amat.com 3050 Bowers Avenue Santa Clara, CA 95054-3299, U.S.A. Tel: 1-408-727-5555 E130	
ConsumerREVIEW	Apr 4 03	* Email: jthomas@consumerreview.com jim thomas Tel: 650.212.8616 Fax: 650.341.6023 ConsumerREVIEW.com, 950 Tower Lane, Suite 1750, Foster City, CA 94404 Voice: 650-212-8600 Fax: 650-341-6023	
Contec Microelectronics U.S.A. Inc.			
CopperCom			
ConXioN Corporation			
Copper Software			
Copper Mountain Networks	Jan 10 04	* U.S and Canada: 1.858.410.7305 Sent inbuilt email	
Core Software Technology			
Coryphaeus Software, *Inc.*			
Cosine Communications			
Counterpane Internet Security			
Covad Communications			
CoWare, Inc.			
Creative Digital Research			
Creative Labs			
Creative Net	Jan. 10 04	* CaliforniaCom Inc., *1624 Franklin St. suite # 1022, Oakland* Ca. 94612 USA info@california.com	
Creative Think			
Crisis Computer Corporation			
CRL Network Services			
CrossRoute Software	Aug 7 03	*	* Cannot access website *
CrossWind Technologies, Inc.	Apr 4 03	* CrossWind Technologies, LLC, 835 Fern Ridge, Felton, CA *95018 Phone:* (831) 335-8351 Fax: (831) 469-1750 Product Information: info@crosswind.com	
Crosswise Corporation			
Cruzio	Jan 24 03	* 903 Pacific Avenue, Suite 101 Santa Cruz, CA 95060 webmaster@cruzio.com	

CrypTEC Systems Inc.			
C2Net Software, Inc.	Jan. 10 04	* info@s2.com	
CustomerCast			
CutterNet			
CyberBills			
CyberCash, Inc.			
Cyberware, Inc.			
Cygnus Support			
Cylink Corporation			
Cypress Research Corporation			
Cypress Semiconductors	Jan 10 04	* Sent inbuilt email	
Cyras Systems, Inc.			
Data Broadcasting Corporation			
DataSweep			
DataTamers			
Day-Timer Technologies	Aug 7 03	*	* Cannot access website *
Decisis			
Decisive Technology	Apr 4 03	* SAN FRANCISCO, DART & ABACUS, 250 Brannan Street, San Francisco, CA 94107 Tel: (415) 796-5300 Fax: (415) 659-2929 webmaster@doubleclick.net	
DeltaPoint			
Design Acceleration Inc.	Jan. 10 04	*	* The company is now part of Cadence Design Systems
Desktop.com			
Devasoft	Jan 24 03	* support@amyworld.comDevasoft / AmyWorld.com PO Box 41250, San Jose, CA 95160 USA 1-800-779-3382 (US/Canada) 1-408-927-9645 (Everywhere)	
DiagSoft Inc.			
Diamond Lane (The)			
Diamond Multimedia Systems			
Diba, Inc.			
Digi LAN Connect			
DigiCash			
Digicom Systems, Inc.	Jan. 10 04	* 188 Topaz St., Milpitas, CA 95035 Phone: 408-719-5100 http://www.broadxent.com/ info@broadxent.com	
Digital America			

Digital Equipment Corp. Network Systems Laboratory			
Digital Equipment Corp. Systems Research Center			
Digital Equipment Corp. Western Research Laboratory			
DigitalImpact.com			
Digital Intention Computer Consulting	Aug 7 03	*	* Cannot access website *
Digital Link Corporation			
Digital Market			
Digital Pathways, Inc.	Apr 4 03		* Cannot access website *
Digital Tools	Apr 4 03		
DigitalThink	Apr 4 03	* www.DigitalThink.com *601 Brannan Street, San Francisco, CA 94107* Phone: 415.625.4000 info@digitalthink.com Toll Free: 888.686.8817 Fax: 415.625.4100	
Dimension X, Inc. (acquired by Microsoft)			
Direct Network Access			
Distinct Corporation			
Diversified Data Resources Inc.	Jan 24 03	* info@ddri.com Phone: (800) 233-3374	
DiviCom, Inc.			
Docent			
DocuMagix, Inc.	Jan 10 04	*	* Company is now based in Hollywood, CA
Dolby Laboratories Inc.			
DoughNET			
DS Diagonal Systems USA, Inc.			
DSP Communications			
DSP Group Inc.			
DTC Data Technology Corporation			
Duck Pond Public Unix (The)			
Duet Technologies			(acquired CrossCheck Technology)
DynaChiip Corporation	Aug 7 03	* Intermedia.NET, 800 California Street, suite 200, Mountain View, California 94041 Call: 1-650-424-9935 E-mail: Info@Intermedia.NET	
Eakins Open Systems			
ebates.com	Apr 4 03		* Can't access webiste *
Echelon Corporation	Apr 4 03	* www.echelon.com	

		Echelon Corporation, 550 Meridian Avenue, San Jose, CA 95126, USA Phone: +1-408-938-5200 Fax: +1-408-790-3800 lonworks@echelon.com
eCircles		
eCicero		
eConvergent		
Edify Corporation		
eGroups		
Electronic Software Publishing Corp.	Jan. 10 04	*support@elsop.com 1361 Shelby Creek Court San Jose, CA 95120 Technical Support Telephone Number: 1-650-969-9213 Sales and Administration Telephone Number: 1-408-323-3030
Engineering Consortium (The)	Jan 24 03	*TEC, Inc. 3000 Olcott Street, Santa Clara CA 95054 V.408.748.1984 F.408.748.0216 info@tec1.com
Engineering DataXpress, Inc.		
Elan Computer Group		
Elcon Products International Company		
Electric Communities		
Electronic Arts		
Electronic Tools Company		
Electronics For Imaging, Inc.		
Emergent Corporation		
emf.net	Aug 7 03	*emf.net, 2039 Shattuck Ave, Suite. 405 Berkeley, California 94704 call: 510.704.2915 For Technical Support: 510.704.2915 support@emf.net
emotion, Inc.		
EMPaC International Corp.		
Emulation Technology, Inc.	Apr 4 03	*www.emulation.com 2344 Walsh Avenue, Building F Santa Clara, CA 95051-1301 U.S.A. Tel: 408-982-0660 or 1-800-ADAPTER, (1-800-232-7837) Fax: 408-982-0664 Email address: et@emulation.com
Enhance Cable Technology		
EnReach Technology		
Ensemble Information Systems, Inc.	Jan. 10 04	*Ensemble Communications Inc. 9890 Towne Centre Drive, San Diego CA 92121 Tel: +1 858 458 1400 Fax: +1 858 458 1401 ensemble@ensemble.com
Ensemble Solutions		

Integrity Solutions			
Enterprise Integration Technologies Corporation			
EnviroAccount Software			
E/O Networks			
EPIC Design Technology			
Epicentric	Jan 24 03	* info@epicentric.com Epicentric, Inc. The Landmark @ One Market, One Market Street, 7th Floor San Francisco, CA 94105-5106 415-995-3200 Phone	
Epigraphx			
Escalade Corporation	Jan 10 04	*	* Routed to http://www.cadillac.com/ No email address
ESQ Business Services, Inc.			
Etak Inc.			
E-TECH Research			
Everex Systems	Aug 7 03	*	* Cannot access website
Evolve Software, Inc.			
Exar Corporation			
Excellink, Inc.			
Excite, Inc.	Apr 4 03		
Exemplar Logic	Apr 4 03		
Exemplary	Apr 4 03	* 10001 North De Anza Boulevard, Suite 300, Cupertino, CA 95014 info@exemplary.com for general inquiries Phone: 1.408.861.9611 1.888.249.1790 (toll free) Fax: 1.408.861.9612	
Exodus Communications, Inc.			
Exponential Technology, Inc.			
Extensity			
Fabmaster			
Farallon Communications, Inc.			
Farcast, Inc.			
Financial Navigator International			
Fine Line Printed Circuit Design	Jan 24 03		* Can't access website
Finisar Corporation	Jan 24 03	* 1-408-548-1000 Phone 1-408-541-6157 Fax hr@finisar.com 1308 Moffett Park Drive Sunnyvale, CA 94089-1133	
FirmWorks			
First Floor, Inc.			
First Virtual Corporation			

FlexSoft	Aug 7 03	*	* No contact information
FlowPoint Corporation			
Flycast Communications			
Fog City Software			
FoolProof Labs	Jan. 10 04	*	* Can't access website
Fore Systems	Apr 4 03		
Forte Software, Inc.	Apr 4 03		
Fortel	Apr 4 03	* corporate@fortel.com	
401K Forum			
Fractal Design Corporation			
Frame Technology			
Franz, Inc			
Frednet			
Fujitsu Active Information	Jan. 10 04	*	* No contact information
Fujitsu Compound Semiconductors, Inc			
Fujitsu Computer Packaging Technologies,	Jan 24 03		* Can't access website
Fujitsu Computer Products of America, Inc.	Jan 24 03		* Can't access website
Fujitsu Laboratories of America, Inc.	Jan 24 03		* Can't access website
Fujitsu Microelectronics, Inc.	Jan 24 03	* 3055 Orchard Drive, San Jose, CA 95134-2022 T: 408-432-1300 webmaster@fai.fujitsu.com	
Fujitsu Open Systems Solutions, Inc			
Fujitsu Personal Systems, Inc.			
Fujitsu Software Corporation	Aug 7 03	* Corporate Contacts 3055 Orchard Drive, San Jose, CA 95134-2022, USA Tel: (408) 432-1300 Fax: (408) 456-7050 Email: webmaster@fsw.fujitsu.com	FUJITSU SOFTWARE CORPORATION HUMAN RESOURCES We are an equal opportunity employer. janice@fsw.fujitsu.com
Fujitsu Systems Business of America, Inc	Jan. 10 04	* FCPA, c/o Human Resources, 2904 Orchard Parkway, San Jose, CA 95134, emailhr@fcpa.fujitsu.com	Again, we appreciate your interest in Fujitsu Computer Products of America, Inc. Human Resources Department FCPA HR@fcpa.fujitsu.com
Fujitsu Takamisawa America Inc.			
FusionOne			
Fusion Software, Inc.	Apr 4 03		* Only UK company listed in website *
FutureTell, Inc.	Apr 4 03		* No website available *
FWB Hammer	Apr 4 03	* FWB Software, Inc., 555 Twin Dolphin Drive, Suite #180 Redwood Shores, CA 94065	

		Phone: 650.637.8500 info@fwb.com www.fwb.com	
Galt Technology			
Gammalink			
Garrett Communications, Inc.			
GeneaologySF	Jan 10 04	*	* Can't access website
General Magic			
Genoa Systems Corporation			
GeoNet Communications, Inc.			
Genuity, Inc.			
Geoworks			
GigaPixel Corporation	Jan 24 03		* Can't access website
Globalstar Telecommunications Ltd.	Jan 24 03		* Can't access website
Global InfoNet, Inc.	Jan 24 03		* No contact information found"
Global Internet	Jan 24 03		* Company in the process of being established *
Global System Services	Jan 24 03	* Global System Services Corporation (GSS) 650 Castro Street, Suite 120, Number 268 Mountain View, California, U.S.A. 94041 +1 (650) 965-8669 phone info@gssnet.com	rherardi@gssnet.com Lucy, I am unable to open the document you sent. Can you send it again? Ron
Global Village Communications, Inc.			
Globalink Technologies, Inc.			
Globetrotter Software			
Glyphic Technology	Apr 4 03	* www.glyphic.com 156 East Dana Street, Mountain View, CA 94041-1508 T:(650)964-5311 F:(650)967-4379 frontdesk2@glyphic.com	
Granite Digital			
Graphics Development International			
Greentree Systems			
GST Net	Jan 10 04	*	* Can't access website
Gyration, Inc.			
HAL Computer Systems			
Halcyon Software, Inc.			
Halo Data Devices			
Handmade Software, Inc.			
Hands-On Technology			
Handspring, Inc.			

Harmony Software			
Harris Corporation - Farinon Division	Jan. 10 04	*	* Company is based in Florida
Health Systems Design	Jan 24 03		* Perot Systems No longer in Silicon Valley *
Healtheon Corporation	Jan 24 03		* No contact info for CA Mountain View branch *
Hercules Computer Technology	Jan 24 03		* No contact infor for California - based in Canada in France *
Hewlett-Packard Company	Jan 24 03	* Hewlett-Packard Company 3000 Hanover Street, Palo Alto, CA 94304-1185 USA Phone: (650) 857-1501 student@hp.com	
Hewlett-Packard Workstations			
Hewlett Packard SupportLine Services			
High Level Design Systems	Apr 4 03		
HiQ Computers and Networks	Apr 4 03	* www.hiq.com techsupport@hiq.com	
Hitachi America, Ltd.	Jan. 10 04	* Hitachi America, Ltd., Home Electronics Division 900 Hitachi Way, Chula Vista, CA 91914-3556 Tel: 1-800-448-2244 email:customerservice.ce@hhea.hitachi.com	
Hitachi Computer Products (America), Inc.			
Hitachi Data Systems, Inc.			
Hitachi Instruments, Inc.			
Hitachi Internetworking			
Hitachi Micro Systems, Inc.			
Hitachi Software			
Hitex			
HolonTech Corporation			
Hooked.Net	Jan. 10 04	* California Office: 2855 Mitchell Drive Suite 105, Walnut Creek, CA. 94598 No phone or email address	
HoTMaiL			
Human Factor (The)	Aug 7 03	*	* Can't access website
Hunter Technology Corporation			
Hybrid Networks			
Hypnovista Software	Jan 24 03	* Not available *	
Hyundai Electronics America	Jan 24 03	* webmaster@us.hynix.com 3101 North First Street San Jose, CA 95134 phone. 408. 232. 8000	
Iambic Software			
Ibex Technologies, Inc.			
IBM Almaden Research Center	Apr 4 03		* Cannot access website *

IBM - Storage Systems Division	Apr 4 03	* Sent email and letter to built-in email address	Subject.: IBM'S REPLY... Dear Ms. Costigan, Thank you for contacting IBM. In response to your e-mail regarding your survey, we have located the following resources to further assist you. It is the policy of IBM and it's employees, not to take part in any form of research activity such as questionnaires, etc. All information on IBM that is accessible to the public, can be found at the IBM website: http://www.ibm.com Marissa Murphy (ASKIBM@vnet.ibm.com) Electronic Response Center http://www.ibm.com/contact 1-888-746-7426 CALLOWN Log Number: 2504709 askibm@vnet.ibm.com
ICL TeamWARE Division			
ICT, Inc.			
Icverify, Inc.			
Idea Factory			
Idiom Consulting			
Ikonic Interactive, Inc.			
IKOS Systems, Inc.			
ILOG, Inc	Jan. 10 04	* LOG, Inc. Headquarters, 1080 Linda Vista Ave. Mountain View, CA94043 Tel: 650-567-8000 Toll free: 800-FOR-ILOG (800-367-4564) E-mail: info@ilog.com	
Image Recognition Integrated Systems			
Imagicast			
Imaja	Aug 7 03	*	* No contact information
Immersive Systems, Inc.			
IMP, Inc.			
Imparto Software			
Impresse Software			
IMV Internet			
Inference Corporation	Jan 24 03	* 624 East Evelyn Avenue, Sunnyvale, CA 94086, USA Phone +1 408 212-3400 +1 888 60-eGain Fax +1 408 212-3500 jobs@egain.com.	
Interwoven			
Inser Software Company	Apr 4 03		* Can't access website *
InBus Engineering Inc.	Apr 4 03	* InBus Engineering, Inc., 6233 Industrial Way, Livermore, CA 94551 Phone: (925) 454-2540 Fax: (925) 454-2501 www.inbus.com Jim.Wright@InBus.com	
Indelible Blue, Inc.			
Inference Corporation			

Info Products			
InfoExpress, Inc.			
InfoImaging Technologies, Inc.			
Information Access Technologies, Inc.	Jan 10 04	* HoloNet, Information Access Technologies, Inc. #318, 1500 Oliver Rd., Suite K Fairfield, CA 94534-3473 / U.S.A e-mail: support@holonet.net info@holonet.net (automated) voice: 510-704-0160	
Information Dynamics			
Information Storage Devices			
Informative Edge			
Informix Software	Aug 7 03	* This has been bought by IBM. Sent inbuilt email.	Dear Lucy, (From: askibm@vnet.ibm.com) Thank you for contacting IBM. Due to the large volume of e-mail that IBM receives, our representatives are unable to assist students with research requests directly. However, we have provided online alternatives where you can search for the topics of your choice. These resources are located at: David Chan (askIBM@vnet.ibm.com) Electronic Response Center http://www.ibm.com/contact or http://www.ibm.com/planetwide USA General Inquiries: 1-800-IBM-4YOU, Shopping Assistance: 1-888-SHOP-IBM CALLOWN Log Number: 2961313
Infoseek			
Infoserv Connections			
InfoService			
Initio Corporation			
Inmac Corporation	Jan 10 04	*	* Company no longer in US
Inmark Development Div. of Rogue Wave Software			
Infinity Financial Technology, Inc.			
Innovative Interfaces, Inc.			
InReach Internet Communications	Jan 24 03	* info@inreach.com InReach Internet 1624 Franklin Street #1102, Oakland CA 94612 1-888-467-3224	
InReference, Inc.	Apr 4 03	* www.reference.com standard email sent via website	
Insignia Solutions, Inc.			
Integral Development Corporation			
Integral Results Inc.			
Integrated Circuits Systems Inc.	Jan. 10 04	* ICS San Jose Operations & Western U.S. Sales, 525 Race Street, San Jose, CA 95126 Tel: (408) 297-1201 Fax: (408) 925-9460	

Integrated Device Technology, Inc.			
Integrated Information Technology, Inc.			
Integrated Systems			
IntegriSoft, Inc.			
Intel Corporation	Aug 7 03	* Sent email and letter to built-in email address	Unfortunately, we are unable to assist with requests for in-depth research. Intel literally receives several hundred inquiries each week and we just simply don't have the resources to perform such extensive research.
Intel P6 Processor			
Intel Scalable Systems Division			
IntelliCorp, Inc.			
Interactive Development Environments Inc	Jan 10 04	* http://www.ide.com/	* Company no longer in CA, but in MA
Interactive Marketing Ventures/Internet			
Interactive Media Corporation			
Interlink Computer Sciences			
International Network Services			
International Transware			
Internet Avenue	Apr 4 03	* P.O.Box 1302, Patterson, CA 95363 Phone # (209) 303-0531 www.ave.net info@ave.net	
Internet Mainstreet (The)			
Internet Profiles Corporation	Jan 24 03	* /PRO, 444 Spear Street, Suite 200, San Francisco CA 94105 phone: 415-512-7470 fax: 415-512-7996 e-mail: info@ipro.com	
Internet Public Access Corporation	Jan 10 04	*	* Cannot access website
Internet Software Ltd.			
Internet Video Services, Inc			
InterNex Information Services, Inc.			
InterNEX Technologies, Inc.			
InterServe Communications			
InterVista Software	Aug 7 03	*	* Cannot access website
InterWorking Labs, Inc.			
InTEXT Systems			
Intrepid Technology, Inc.	Jan. 10 04	* Intrepid Technology, Inc., 2155 Park Blvd, Palo Alto, CA 94306 tel & fax 650 319 0201 www.intrepid.com No email address	
Intuit			

Inventa Corporation			
IPC Peripherals, Inc.			
ipVerse Inc.			
ISDN*tek, Inc			
Island Graphics Corporation			
ISP Networks			
iSyndicate	Apr 4 03	* info@yellowbrix.com www.yellowbrix.com	
iVendor	Jan. 10 04	* http://www.iwix.net/ Sent inbuilt email	
Jandel Corporation			
JetCell			
Jetstream Communications, Inc.	Jan 24 03		* Florida based *
JK Microsystems	Jan 24 03		* Not available *
JSB	Jan 24 03	* SurfControl, 100 Enterprise Way Suite A110, Scotts Valley CA, 95066, USA General: (831) 431-1400 info@surfcontrol.com	
Kanisa			
Kansmen Corporation	Aug 7 03	* http://www.kansmen.com/	* No contact information
Kensington Technology Group			
KLA-Tencor	Jan. 10 04	* Kensington Technology Group 2000 Alameda de las Pulgas, Second Floor San Mateo, California 94403-1289 650-572-2700 phone 800-535-4242 technical support line staffing@acco.com	
Knight-Ridder Information, Inc.			
Knowledge Industries			
KnowledgeSet Corporation			
KnowSys Software, Inc.			
Koka Information Technologies, Inc.			
Komag Inc.			
KudoNet On-Line Services			
Kycon, Inc			
LanMinds, Inc.	Jan. 10 04	* http://support.earthlink.net/	* Now owned by Earthlink - no location given
Larscom Inc.	Apr 4 03	* Larscom Incorporated, 1845 McCandless Drive Milpitas, CA 95035 Phone 1 (888) LARSCOM * (408) 941-4000 Fax (408) 956-0108 info@larscom.com jobs@larscom.com	
Latitude Group (The)			
LeeMah DataCom			

Legato Systems, Inc.			
Letterdale Software			
Level One Communications	Jan 24 03		
Lexar Media	Jan 24 03	* support@lexarmedia.com Lexar Media, Inc. 47421 Bayside Parkway, Fremont, CA 94538 510-413-1200	** Replied with automated message
Liberate Technologies	Aug 7 03	* Liberate Technologies, 2 Circle Star Way San Carlos, CA 94070-6200 phone: (650) 701-4000 contact_jobs@liberate.com	
Lighten, Inc.	Jan. 10 04	* http://www.lighten.com/index.html	* No contact information
Lighthouse Design, Ltd.			
Lightscape Technologies			
Linear Technology Corporation			
LineX Communications			
Little Garden (The)			
Live Networks, Inc.			
Live Picture, Inc			
LiveWorks, Inc.			
Livingston Enterprises	Jan. 10 04	*	* No longer in the US
LOGIC Devices, Inc.			
LogicVision			
Logitech, Inc.	Apr 4 03	* 6505 Kaiser Drive, Fremont, CA 94555 USA +1 510-795-8500 Main +1 800-231-7717 Sales +1 702-269-3457 Customer Support www.logitech.com	
Log Point Technologies, Inc			
Los Altos Technologies, Inc.			
LOTS Technology Inc.			
LSI Logic Corporation			
LucasArts Entertainment Company			
Lumina Decision Systems, Inc.	Aug 7 03	* General Information: info@lumina.com Mailing Address: Lumina Decision Systems, Inc. 26010 Highland Way Los Gatos, CA 95033-9758	
Luna Information Systems			
Lundeen and Associates	Jan 24 03	* E-Mail: sales@webcrossing.com Continental US Phone: 866.725.0030 (California, Toll-free)	
Macromedia			
Madge Networks Americus			
Magnifi, Inc.			
Mainsoft Corporation			

Make Systems			
Marimba, Inc.			
MarketFirst Software	Jan. 10 04	*	* Company is based in Canada
MarketTools			
Maxim Integrated Products			
Maximum Information, Inc.			
Maximum Strategy Inc.			
Maxis	Apr 4 03		* Cannot access website *
Maxpeed Corporation	Apr 4 03		* Website under construction - information in Spanish *
Maxsoft-Ocron, Inc.	Apr 4 03		* Cannot access website *
Maxtor Hard Disk Drives	Apr 4 03	* maxtor.com 500 McCarthy Boulevard, Milpitas, CA 95035 Phone: 1800-2-maxtor staffing_ca@maxtor.com	Thank you for your interest in Maxtor. Staffing_CA@maxtor.com
McAfee Associates	Jan. 10 04	* email: JY6JL743N119S186S8_cbnv~cbnsv@apply.careerbuilder.com Santa Clara Customer Service: (866) 438-1485	CBApplyOnline@Site.CareerBuilder.com
McKinley Group, Inc (The)	Aug 7 03	*	
MCR Software			
MDL Information Systems			
Measurex Corporation			
Media Vision			
MediaCity	Jan 24 03		* can't access website *
MediaWay	Jan 24 03	* Chuckwalla, Inc. 2005 Hamilton Ave. - Suite 220, San Jose, CA 95125 Toll Free: (800) 632-7401 Telephone: (408) 371-7696 Facsimile: (408) 371-7811 E-mail: info@chuckwalla.com	
Medlin Accounting Shareware			
meernet	Jan. 10 04	* info@meer.net, 888 844 6337 meer.net LLC P.O. Box 390804, Mountain View, CA 94039, USA	
Mentor Marketing Services			
MentorNet			
Mercury Interactive Corporation			
Meridian Data			
Metagraphics Software Corp.			
Metricom Inc.			
mFactory	Apr 4 03		* Cannot access website *
Micro Focus	Apr 4 03	* 1001 W. Maude Avenue, Sunnyvale, CA 94085. 1-408-222-0300 WWW.microfocus.com supportline.info@microfocus.com	

Micro Linear	Jan. 10 04	*	* Can't access website *
Micro System Designs, Inc.			
Microtec Research	Aug 7 03	* http://www.mentor.com/ Sent survey via in-built email	
Microline Software			
Micronics Computers, Inc.			
Micronite Inc.			
Microprose			
MicroUnity Systems Engineering			
Milktruck, LCC			
Mind Media	Jan. 10 04	* Firm moved to Nevada: 9360 W. Flamingo Rd., 110-524 Las Vegas, Nevada 89147 Phone (702) 597-9291	* Firm moved from CA to Nevada
Mindscape, Inc.	Jan 24 03		* No longer in US - UK company shown in website *
MindWorks Corporation	Jan 24 03	* 5255 Stevens Creek Blvd. #360, Santa Clara, CA 95051 P 408.404.6977 F 408.904.7237 info@mindworks.com	
MIPS Technologies			
Mirapoint, Inc.			
Mitus Industries Corporation			
Mitra Technology Group			
Moai Technologies, Inc.			
MobiusNet			
Monterey Bay Internet	Apr 4 03	* 555 Webster st, suite A, Monterey, CA 93940. www.mbay.net info@mbay.net 831-642-6100	
Motion Factory (The)			
Motorola Computer Group			
Mountain Lake Software	Aug 7 03	*	* No contact info
MultiGen Inc.			
Multipoint Networks			
Mylex Corporation			
Myriad Inc.			
NanoSpace Internet Access			
National Information Systems	Jan. 10 04	* NIS, Inc., 12995 Thomas Creek Rd Reno, NV 89511-8662 USA	* Firm moved from CA to Nevada
National Semiconductor			
Native Guide Software			
NeoLogic			
NeoMagic Corporation			

Neon Software	Jan 24 03	* 3250 Jay Street, Santa Clara, CA 95054 Tel: 408-988-7020 Fax: 408-988-7036 United States – Premier Technical Sales, Inc. Attn: Ian Champeny 1225 Pear Avenue, Suite 100, Mountain View, CA 94043 Tel: 650-230-2000 ext. 152 Fax: 650-230-2001 E-mail: ian@ptsi.com	
Net Earnings			
NetCenter			
Netcom Online Communication Services Inc.			
NetDynamics, Inc.	Jan. 10 04	* Sun Microsystems, Inc., 4150 Network Circle Santa Clara, CA 95054, Phone: US 1-800-555-9SUN; International 1-650-960-1300 http://developers.sun.com Owned by Sun. Sent inbuilt email.	Corporate Employment From: submit@resumes.East.Sun.COM
Net+Effects			
NetGravity, Inc.	Apr 4 03		* Cannot access website *
NetFRAME Technologies Inc.	Apr 4 03		* No contact info *
NetGate Communications	Apr 4 03	* 473 Sapena Court, Suite 4, Santa Clara, CA 95054 www.netgate.net 408-565-9601 jobs@netgate.net	
NetManage			
NetMind			
NetObjects, Inc.			
NetPhonic Communications			
NeTpower	Jan 10 04	*	* Cannot access website *
Netro Corporation			
Netscape Communications Corporation			
NetScreen Technologies, Inc.			
Netsys Technologies Inc.			
Netronix, Inc.			
Network Appliance Corporation			
Network Computing Devices			
Network Equipment Technologies			
Network General Corp.	Jan 24 03	* Headquarters: One Space Park Redondo Beach, California, 90278 Phone (310) 812-4321onewebmaster@northropgrumman.com	
Network Information Technology			
Network Solutions, Inc.			

Network TeleSystems, Inc.			
Network Translation, Inc.	Apr 4 03	* Cisco Systems 170 West Tasman Dr., San Jose, CA 95134. 400-526-4000. www.translation.com cs-support-us@cisco.com	
Network Wizards	Aug 7 03	*	
Neuron Data, Inc.			
netvideo			
New Breed Software			
NewSoft, Inc.	Jan. 10 04	*	* Cannot access website *
Nexgen, Inc.			
NeXT Software, Inc.			
Nextwave Design Automation			
Nice Technologies, Inc.			
Nicolet Instrument Corporation			
Norcov Research			
Northern California International Teleport, Inc.			
Novavox USA			
NoWonder Inc.	Jan. 10 04	* http://www.epeople.com/ Now epeople jobs@epeople.com. ePeople, Inc. 450 National Avenue, Mountain View, CA 94043-2388 Phone: 650.694.6400	
NTT Software Laboratories			
Nuance Communications			
Nucleotech Corporation			
NUTEK Memories, Inc.	Jan 24 03		* Can not access website
NutriGenie Nutrition Software	*Jan 24 03*		* Can not access website
NuvoMedia	Jan 24 03		* Can not access website
Nvidia	Jan 24 03	* 2701 San Tomas Expressway, Santa Clara, CA 95050 Tel: 408-486-2000 Fax: 408-486-2200 info@nvidia.com	** Replied with automated message
Oak Technology	Apr 4 03	* 1390 Kifer Road Sunnyvale, CA 94086-5305 Phone: (408) 523-6500 Fax: (408) 523-6501 www.oaktech.com HR@oaktech.com	
Objective Systems Integrators	Jan. 10 04	* http://www.agilent.com/ Now Agilent T&M Training Dept., Agilent Technologies, P.O. Box 4026 Englewood, CO 80155	* Firm no longer in CA, moved to CO
Objectivity, Inc.			

ObjectStream			
Oblix, Inc.			
Octane Software			
Octave Systems, Inc.			
Octel Communications Corp.			
Oil Systems, Inc.			
OKI Semiconductor			
Olivetti Advanced Technology Centre	Jan. 10 04	*	* Can not access website
Omix			
OmniSoft			
OnDisplay, Inc.			
One Click Systems			
Onebox.com			
Onlive! Technologies			
Opcode Systems	Aug 7 03	* Opcode Systems, 309 Plus Park Blvd, Nashville, TN 37217	* Firm no longer in CA, moved to TN
OPTi, Inc.	Jan 24 03	880 Maude Ave. Suite A, Mountain View, California 94043 U.S.A. 650.625.8787 webmaster@opti.com	* Cannot be located OPTi Inc.
Oracle	Jan 24 03	* 500 Oracle Pkwy, Redwood City, CA 94065-1677, US college_us@oracle.com	** Replied with automated message
Orbit Semiconductor Inc.	Apr 4 03	* 2090 Fortune Drive, San Jose, CA 95131 TEL: (+1) (408) 576-6757 www.orbitsemi.com internal email used to send cover letter	
Orchid Technology			
O'Reilly & Associates, Inc.			
Organic Online			
Orion Instruments			
Ornetix			
Output Enablers			
Oxford Molecular Group - IntelliGenetics			
Pacific Bell	Jan. 10 04	* www.sbc.com Sent inbuilt email	Thank you for your recent email. We at SBC California appreciate your inquiry and your business. SBC California Customer Service http://sbc.com/erms/ca/res/home/ email: REBILLCA@txmail.sbc.com
Pacific Bell Internet Services			
Pacific Telesis Group			
Pacific Data Images			

Pacific Micro			
Packard Bell			
Panamax			
ParaGraph International			
Parallax, Inc.	Aug 7 03	• 599 Menlo Drive, Suite 100 Rocklin, California 95765 Office/Technical Support: (916) 624-8333 info@parallax.com	Hi Lucy, Unfortunately, we are unable to participate in the survey due to company policy. I wish you the best of luck with your project. Best Regards, Erik Wood ewood@parallax.com Parallax, Inc., Marketing (916) 624-8333 x106 www.parallax.com
ParcPlace-DigiTalk, Inc.	Jan. 10 04	*	
Parralax Graphics, Inc.	Apr 4 03	* 599 Menlo Drive, Suite 100, Rocklin, California 95765. USA (888) 512-1024 (Sales) www.parallax.com info@parallax.com	
Parsec Communications, Inc.			
PC Guardian	Jan 24 03	* 1133 E. Francisco Blvd., San Rafael, CA 94901-5427 Phone: (415) 459-0190 Toll Free: (800) 440-0419 General: info@pcguardian.com	
PeerLogic, Inc.			
Peirce Software, Inc.			
Pensare			
PenWare, Inc.			
Peoplesoft, Inc.			
Persistence Software, Inc.	Jan. 10 04	* Persistence Software, Inc. 1720 South Amphlett Blvd., San Mateo, CA 94402 Tel: 650.372.3600 Tel: 1.800.803.8491 info@persistence.com	
Personify, Inc.			
Personal Training Systems			
Personify			
Philips Semiconductors			
Phoenix Technologies, Inc.			
Phylon Communications			
Pickering Anomalies			
Pilot Network Services, Inc.			
Pinpoint Software Corporation	Aug 7 03	* http://www.nai.com/ Network Associates Corporate Headquarters: 3965 Freedom Circle, Santa Clara, CA 95054 Phone: (888) VIRUSNO General PR: Phone: 408-346-3607 Email: pr@nai.com	
Pivotal Networking, Inc.			
Pixo			
Planet U	Apr 4 03		* Company changed to Targeting Marketing Services www.transora.com and

			moved to Chicago *
Plumtree Software	Apr 4 03		* Cannot be located on web *
PLX Technology	Apr 4 03	* www. plxtech.com 870 Maude Avenue Sunnyvale, California 94085 USA Tel: (408) 774-9060 hr@plxtech.com	
POET Software Corporation			
PointCast, Inc.	Jan 24 03		* Can't find any silicon valley location
Pop Rocket	Jan 24 03		* No contact details given
Portfolio Technologies, Inc.	Jan 24 03		* Cannot access website
Portal Information Network	Jan 24 03		* Canot be located 10200 South De Anza Blvd. jobs@portal.com ?? PublicRelations@portal.com
PostX Corporation	Jan 24 03	* Main Desk: 408.861.3500 General Inquiries: info@postx.com 3 Results Way, Cupertino, CA 95014-9524	
PowerTV, Inc.			
Praxon, Inc.			
Precedence Inc.			
Precept Software Inc.			
Premenos Corp.			
Premisys Communications, Inc.			
Pretty Good Privacy, Inc.	Jan. 10 04	* Corporate Headquarters, 3460 West Bayshore Road, Palo Alto, CA 94303 USA Tel: +1 650 319 9000 www.pgp.com email: careers@pgp.com	
Pretzel Logic	Aug 7 03	*	* Cannot access website
Preview Systems, Inc.			
Pro-Log Corporation			
Promatory Communications			
Promise Technology Inc.	Apr 4 03	* hr@promise.com www.promise.com 1745 McCandless Drive Milpitas, CA 95035, USA Sales: (408) 228-6300 Fax: (408) 228-6401	
Proxim, Inc.			
Proximus Corporation			
ProxiNet			
Pulse Entertainment	Jan. 10 04	* 654 Mission Street, San Francisco, CA 94105 Tel: 415-348-4000, Garth Chouteau (PR) Tel: 415-348-4027 garth@pulse3d.com	
Pyramid Technology Corp			
QuakeNet Internet Services	Jan 24 03	* Can't access website	
Quality Semiconductor	Jan 24 03	* Can't access website	
Qualix Group Inc.	Jan 24 03	* 2350 West El Camino Real, Mountain View, CA 94040	

		Tel: 650-210-7000 Fax: 650-210-7032 dgruehl@legato.com Douglas Gruehl Sr. Director, Marketing Communications	
Quantum Corporation			
Quantum Effects Design, Inc.			
Quantum 3D			
QuestLink Systems, Inc.			
QuickLogic	Jan. 10 04	* 1277 Orleans Drive Address, Sunnyvale, CA 94089-1138 408.990.4000 email: info@quicklogic.com	* Received completed survey from Brian Donoheo: donoho@quicklogic.com
QuickMedia			
Quicknet Technologies, Inc.	Aug 7 03	* Quicknet Technologies, Inc. 466 8th Street, San Francisco, CA 94103 phone: +1-415-864-5225 url: www.quicknet.net careers@quicknet.net.	
Quickturn Design Systems Inc.			
Quintus Corporation			
Quiotix Corporation			
Quote.Com, Inc			
RAD Technologies, Inc.	Apr 4 03	* RAD Data Communications, 24 Raoul Wallenberg St. Tel Aviv 69719, Israel Tel: 972-3-6458181 Fax: 972-3-649-8520 www.rad.com email: ilan_s@rad.com (pr and marketing)+D778	
Radient Software			
RadioLAN	Jan. 10 04	* RadioLAN Marketing Group, 185 Lewis Road - Suite 30 San Jose, CA 95111 Phone: +1 (408) 365-6200 jobs@radiolan.com	
Radius			
RadMedia, Inc.			
Racer Graphics			
Rambus, Inc.			
Rasna Corporation			
Rational Data Systems	Jan 24 03	* 113 Terrace Avenue, Kentfield, CA 94904 voice: 415.453.1400 email: doug@rds.com	
Rational Software Corporation			
Ray Dream, Inc.			
Read-Rite	Jan. 10 04	*	* No longer in business
Reasoning Systems			
Receipt.com			
Red Shift Internet Services	Aug 7 03	* 712 Hawthorne St., Monterey, CA 93940 1-888-473-3744 support@redshift.com	

ReleaseNow.com		
Repeater Technologies		
Responsys		
Retinal Displays		
Rhetorex, Inc.		
RightWorks	Apr 4 03	* Now setup in Texas *
RJE Communications, Inc.	Apr 4 03	
Remedy Corporation	Apr 4 03	* info@remedy.com www.remedy.com 888.294.5757 San francisco CA
Responsive Software		
Rocket Science Games		
Route 1		
RSA Data Security		
Sacramento Network Access, Inc.		
Sage Solutions, Inc.		
San Jose Mercury News	Jan. 10 04	* Dear Reader, Thank you for writing to Action Line. Unfortunately, I can't respond to all queries. If you don't hear back within a week or so, please accept my apologies. http://www.mercurynews.com/mld/mercurynews/news/columnists/action_line Thanks, Dennis Rockstroh Action Line columnist email: ActionLine@mercurynews.com San Jose Mercury News, 750 Ridder Park Drive San Jose, CA 95190 actionline@mercurynews.com.
SanDisk Corporation	Jan 24 03	*140 Caspian Court, Sunnyvale, CA 94089 T: 408.542.0500 careers@sandisk.com
Santa Cruz Operations		
Saqqara Systems, Inc.		
Saratoga Group (The)	Aug 7 03	* * No contact information
SBE Inc.		
SBT Accounting Systems		
Schema Research Corporation		
Science Education Software		
Scientifc Research Management Corporation		
SciTech Software		
Scopus Technology Inc.	Apr 4 03	* San Mateo, CA, TEL: 650-295-5000 FAX: 650-295-5111 www.siebel.com SiebelGlobalServices@siebel.com
Scriptics		
Scruz-Net		

Seagate			
Seagate Enterprise Management Software			
Seagate Software, Inc.			
Seeker Software			
SEEQ Technology Inc.			
Sega of America			
Sense8 Corporation	Jan. 10 04	* Sense8 Incorporated, 1101 5th Avenue, Suite 340 San Rafael, California 94901email: support@sense8.com	
Sensory Circuits			
Sentient Networks			
Sentius Software	Jan 24 03	* 580 College Avenue, Palo Alto, CA 94306 Phone: 650.856.1296 info@sentius.com	
Server Technology Inc.			
SGO Technologies Inc.			
ShareData, Inc.			
Sherpa Corporation			
Shockwave Engineering			
Siara Systems	Jan. 10 04	*	* Cannot access website *
Siemens Components, Inc.			
Siemens Rolm Communications Inc.	Apr 4 03		* Cannot access website *
Sierra	Apr 4 03		* Cannot access website *
Sierra Atlantic	Apr 4 03	* Sierra Atlantic, Inc., 34770 Campus Drive Fremont, CA 94555 Phone: (510) 742-4100 Fax: (510) 742-4101 www.sierraatlantic.com info@SierraAtlantic.com	
Silicon Engineering			
Silicon Gaming, Inc.			
Silicon Graphics Computer Systems			
Silicon Planet			
Silicon Reef	Jan. 10 04	*	* No contact information available
Silicon Valley Public Access Link			
Silicon Valley Research, Inc.			
SiliconSoft Inc.			
Silma, Inc.	Aug 7 03	* A Metrologic Group Company, 24148 Research Drive Farmington Hills, MI 48335 USA Tel: +1 (248).426.9090 Fax: +1 (248).426.9095	* Firm not in US - located in MI

Silvaco International			
Simucad			
Sine Wave Solutions			
Siren Software	Jan. 10 04	*	* Cannot access website *
Sirius Connections	Jan 24 03		* No Silicon Valley location
Siros Technologies	Jan 24 03	* 7700 Irvine Center Drive Suite 800 Irvine CA 92618 949-855-2700 Webmaster@Searchport.com	
Skyline Technology, Inc.			
Slipnet			
SMART Modular Technologies	Apr 4 03		* Cannot access website *
S-MOS Systems Inc.	Apr 4 03		* Cannot access website *
Softcom Microsystems, Inc.	Apr 4 03		* Cannot access website *
SoftSell Business Systems	Apr 4 03	* info@ascert.com www.ascert.com 759 Bridgeway, Sausalito, CA 94965, USA Telephone: 1-415-339-8500 Toll Free: 1-877-ASCERT-IT	* Name changed to Ascert *
Software Publishing Corporation is now Vizacom Inc.	Jan 10 04	*	
Softway Systems (Interex)			
Solectron Corporation			
Sonic Systems			
Sonoma Interconnect			
Sophia Systems and Technology			
South Valley Internet	Aug 7 03	* South Valley Internet P.O. 1246, San Martin, CA 95046 Tel: (408) 683-4533 email: office@garlic.com	
SPARC Technology Business			
Space Systems/Loral			
Spear Technologies	Jan. 10 04	* Spear Technologies 436 – 14th Street, Suite 200, Oakland, CA 94612 USA +1 (1) 800 418-5310, Voice Mail email: jobs@speartechnologies.com	Spear Technologies, Inc. From: jobs@speartechnologies.com
Speed Electronic, Inc.			
SRI International			
Staccato Systems			
Stagecast Software			
Stalker Software, Inc.	Jan 24 03	* 655 REDWOOD HWY, STE 275, MILL VALLEY, CA 94941 U.S.A. Phone: (1) 415 383 7164 info@stalker.com sales@stalker.com support@stalker.com webmaster@stalker.com	

Stallion Technologies, Inc			
Stardust Technologies	Apr 4 03	* Denise Miller, Vice President - Conferences/Marketing 303-482-3045 • dmiller@ispcon.com www.ispcon.com	
Starfish Software			
Starlight Networks	Jan. 10 04	*	* Cannot access website *
StarNet Communications Corporation			
StarNine Technologies, Inc.			
Stefra Corporation			
Sterling Software, Inc.			
S3 Inc.			
Storage Dimensions			
Storm Software	Aug 7 03	*	* Cannot access website *
StrataCom, Inc.			
Strategic Mapping, Inc.	Jan. 10 04	*	* Cannot access website *
Stratosphere Publishing			
Sun Microsystems, Inc.			
Sun Microsystems Computer Corporation			
Sun Microsystems Laboratories Inc.			
SunExpress			
Sungard Shareholder Systems Inc.			
Sunnyside Computing, Inc.			
SunService			
SunSoft Inc.	Jan 24 03		* Can't access website
Surf Communications, Inc.	Jan 24 03		* Can't access website
SurfWatch Software	Jan 24 03	* 100 Enterprise Way, Suite A110 Scotts Valley CA, 95066 info@surfcontrol.com	
SV Probe, Inc.	Apr 4 03	* www.svprobe.com jobs@svprobe.com 6680 Via Del Oro, San Jose, CA 95119 TEL 408-360-9455 FAX 408-360-9476	
Sybase			
Symantec			
Synergy Semiconductor			
Synon Corporation			
Synopsys, Inc.	Aug 7 03	* 700 East Middlefield Road Mountain View, CA 94043 Phone: (650) 584-5000 or (800) 541-7737 dushka.zapata@edelman.com (PR)	I will be out of the office all day Friday the 16th on business. My access to e mail will be limited. If you need something urgently, please contact Andrea Zils at andrea.zils@edelman.com Edelman will be closed on Monday the 19th, in observance of Martin Luther

			King day. If your message is not urgent, I'll respond to it on Tuesday. Best to you From: Dushka.Zapata@edelman.com
Syntest Technologies, Inc.	Jan 10 04	* SynTest Technologies, Inc., 505 South Pastoria Ave., Suite 101, Sunnyvale, California 94086 Phone: 408-720-9956 E-Mail: info@syntest.com	
SyQuest Technology, Inc.			
TakeFive Software, Inc.			
Talarian Corporation			
Talent Communications, Inc.			
Talking Technology			
Taligent, Inc			
Tandem Computers			
Taos Mountain Software			
Tatung Science & Technology, Inc	Jan 10 04	* Location: 436 Kato Terrace, Fremont, CA 94539 Phone: (510) 687-9688 Sales: (800) 659-5902 Tech. Support: (510) 687-9688 E-mail: mkt@tsti.com URL: http://www.tsti.com	
TeamWARE			
TEC Communications	Apr 4 03		* Can't access website
Technically Elite, Inc.	Apr 4 03	* www.tecelite.com Hifn Human Resources at 408-399-3501 or e-mail to: jobs@hifn.com+D833	
Technology Modeling Associates	Jan 24 03		* Can't access website
Tecnomatix Quality Engineering Inc.	Jan 24 03	* VALISYS/Quality Products, 855 Jarvis Ave, Suite 70 Morgan Hill, CA 95037, U.S.A. Phone: (1) 408 852 4700 Fax: (1) 408 852 4799 Office Function(s): Software Dev/Support support@unicam.com	
Telesensory Corporation			
Telos			
TGV			
Teknekron Software Systems, Inc.	Aug 7 03	* 1201 Hillsmith Drive, Cincinnati, Ohio 45215 Phone: (513) 772-7000	* Firm not in CA but in Ohio
Teknowledge Corporation			
Telco Systems, Inc.			
Teradyne Corporation, Assembly Test Group			
TeraStor			
Terayon Corporation			
Terisa Systems			
Tippecanoe Systems, Inc.			

The EC Company		
Themis Computer	Jan 10 04	* Themis Computer, 3185 Laurelview Court Fremont, California 94538 Phone: +1 (510) 252-0870 Email: info@themis.com
Think3		
Thinter.net		
Thru-Put Technologies		
Thuridion	Apr 4 03	* 110 Cooper Street, Fifth Floor Santa Cruz, CA 95060-4566 Tel: (831) 466-6800 Fax: (831) 466-6810 www.thuridion.com/company.htm info@thuridion.com
3Com Corporation		
3Dlabs Inc.		
3PARdata		
3DO Company	Jan 24 03	* 200 Cardinal Way, Redwood City, CA 94063 650-385-3000 webmaster@3do.com
Tasa Networks	Jan. 10 04	* Now: Tasman Networks, Inc., 525 Race Street, Suite 100 San Jose, CA 95126 Telephone: 408.216.4700 General Information info@tasmannetworks.com
Tidal Software		
TiVo Inc.		
Toshiba America Electronic Components, Inc.		
Toshiba America Medical Systems		
Total Entertainment Network, Inc The).		
Trading Dynamics		
Trancell Systems		
Transcend Communiations Corp.		
TransPac Software California	Jan 10 04	* TransPac Software, Inc., 10491 Boulder Street Nevada City, CA 95959 Tel: 530-470-9200 Email: Ken Krugler ken@transpac.com Web: http://www.transpac.com/contact.html
Trend Micro, Inc.		
Tri Valley Internet		
Tribe Computer Works		
Trifox, Inc.		

Truevision Corporation			
TurboLinux	Apr 4 03	* 600 Townsend Street, Suite 120e San Francisco, CA 94103 USA Tel: 415-503-4014 Fax: 415-276-2997 E-Mail: tlj@turbolinux.co.jp www.turbolinux.com/about/contact.html	
Tut Systems, Inc.			
22 Solutions			
Twin Industries, Inc.	Aug 7 03	*	* Can't access website
2Wire Inc.			
Tyan Computer Corporation			
Tympani Development Inc.	Jan 24 03		* No Silicon Valley location found
UB Networks	Jan 24 03		* Can't access website
Ubique, Ltd	Jan 24 03		* Can't access website
Ultra Technology	Jan 24 03		* Can't find Silicon Valley location
Umax	Jan 24 03		* No Silicon Valley location found
Unify Corporation	Jan 24 03		* No Silicon Valley location found
Unison Software	Jan 24 03		* Can't find Silicon Valley location
Uniteq Application Systems	Jan 24 03		* Can't access website
Unisys Corp.	Jan 24 03	3101 Pegasus Road Bakersfield California 93308, United States Phone: 805-391-4200 Fax: 805-392-9094 hr@unisys.com	
Up-Link Communications Services	Jan 24 03		* Can't access website
Up Software, Inc.	Jan 24 03		* No SV location
UserLand Software - Frontier scripting language	Jan 24 03		* No SV location
USoft USA	Jan 24 03		* No SV location
Utopia Technology Partners, Inc.	Jan 24 03		* No SV location
U.Vision, Inc.	Jan 24 03		* No SV location
VA linux Systems	Jan 24 03	* VA Software Corporation, 47071 Bayside Parkway Fremont, CA 94538 (877) 825-4689 toll free (510) 687-7000 phone jobs@vasoftware.com	* Replied with automated message
VA Research	Apr 4 03	* VA Software Corporation, 47071 Bayside Parkway Fremont, CA 94538 (877) 825-4689 toll free (510) 687-7000 phone jobs@vasoftware.com (510) 683-0710 fax www.vasoftware.com	We appreciate your interest in VA Software Corporation Best Regards, The Human Resources Department : hr@vasoftware.com
ValiCert, Inc.			
Value Net Internetwork Services,			

Inc.			
Vanstar Corporation			
Vantive Corporation (The)			
Varian Associates			
VB-WEB Partners	Jan 24 03		* Can't access website
VDOnet Corporation	Jan 24 03		* Can't find Silicon Valley location
Veridicom, Inc.	Jan 24 03	* info@veridicom.com 1248 Reamwood Ave Sunnyvale CA 94089 Telephone #: (408) 543-4200	
Verifone, Inc.			
Verilink Corporation			
Verio - Northern California			
VeriSign			
Veritas Software Corporation			
Verity, Inc			
Versant Object Technology			
Vertical Networks			
Virtual Publisher	Jan. 10 04	* 12735 Gran Bay Parkway West Building 200, Jacksonville, FL 32258	* No longer in CA, now in FL
ViaNet Communications	Apr 4 03	* info@via.net www.via.net toll free # 800-392-4737 main number 650-969-2203 94 San Antonio Road Palo Alto, CA 94303	
Vicom Systems, Inc.	Aug 7 03	* 3200 Bridge Parkway, Suite 102, Redwood City, CA 94065 Phone: (650) 227-1500, Fax: (650) 227-1150 E-mail: info@vicom.com, heather.mccoy@vicom.com	
Vicor, Inc.			
Videonics			
Viman Software Inc.			
Vina Technologies Corp.			
Virage, Inc.			
Virgil Corporation			
Virtual Sites Incorporated	Jan. 10 04	* 135 Townsend Street Suite 631 San Francisco, CA 94107 Tel: (415)437-4600 Fax:(415)437-4601 netmaster@v-site.net	Thank you! Your e-mail message has been forwarded to the Customer Service Centre at Website Pros. We will contact you shortly regarding your request. From: other@websitepros.com
Visigenic Software, Inc.			
Vision Software Tools	Jan 24 03	* No Silicon Valley location	
Visionael Corporation	Jan 24 03	* 410 Cambridge Avenue, Palo Alto, CA 94306 Phone: 877-847-0100, or 650-470-8920 info@visionael.com	
Visionary Corporate Technologies			
Visionary Design Systems			

Visioneer			
Visual Edge Technology			
Visual Kinematics, Inc.			
VITA Systems	Jan 10 04	*	* Can't access website
Vitria Technology, Inc.			
Vivid Solutions Corporation			
VLSI Libraries Inc.	Apr 4 03		* Can't access website
VLSI Technology, Inc.	Apr 4 03		* No longer under this name
Volano LLC	Apr 4 03	* tel: 206.575.9129 www.volcano.com info@volcano.com	
Voysys			
VPNet Technologies			
Walker Interactive Systems			
Walnut Creek CD-ROM	Jan: 10 04	*	* Can't access website
Warp California - Sausalito			
WebFlow Corporation			
WebMaster, Inc.			
WebNexus Communications			
WebTV			
Well (The)	Jan 24 03	* The WELL,22 Fourth Street, 16th Floor, San Francisco, CA. 94103 415-645-9200 voice helpdesk@well.com,	
West Coast Online, Inc.			
White Pine Software - San Jose Facility			
Whitetree, Inc.	Jan 10 04	*	* Can't access website
WiData Corporation			
Windowchem Software			
WombatNet			
Working Software, Inc.	Aug 7 03	*	* Can't access website
XACCT Technologies	Apr 4 03	* California, 2900 Lakeside Drive, Suite 100 Santa Clara, CA 95054 Tel: 408.654.9900 Fax: 408.654.9904 info@xacct.com www.xacct.com	
Xecom, Inc.			
Xerox Palo Alto Research Center			
Xicor Inc.			
Xilinx Inc.	Jan 10 04	* 2100 Logic Drive, San Jose, CA 95124-3400, Tel: (408) 559-7778 emil: xup@xilinx.com,web_stat@xilinx.com	

Xinet		
XOOM		
Xpand Inc.		
XSoft - A Division of Xerox		
Xuma		
Xynetix		
Xyratex		
Yahoo Corporation		
Yamaha Corp. of America	Jan 24 03	* Yamaha Corporation of America, 6600 Orangethorpe Ave. Buena Park, CA 90620 (714) 522-9011 Email: infostation@yamaha.com*
Yonowat Inc.		* Not found
Z-Code Software Corporation		
ZeitNet, Inc.		
Zendex		
Zilog Inc.	Aug 7 03	* Norcomp, Inc., 1267 Oakmead Parkway, Sunnyvale, CA 94085 Tel: (408) 733-7707. www.norcomp.com email: zservice@zilog.com
Zitel Corporation is now a part of Fortel		
zNET	Apr 4 03	* Oakland, CA, 1624 Franklin Street, Suite 210 Irvine, CA, 2698 White Road 858.713.0700 619.221.7499 www.znet.com sales@znet.com
Zocalo Internet Services		
Zuken-Redac	Jan 10 04	* * Can't access website
Zycad Corporation		

National College of Ireland

Appendix L

Silicon Valley Non-union and Dublin Non-union Statistical Analysis

Non-Union Questions

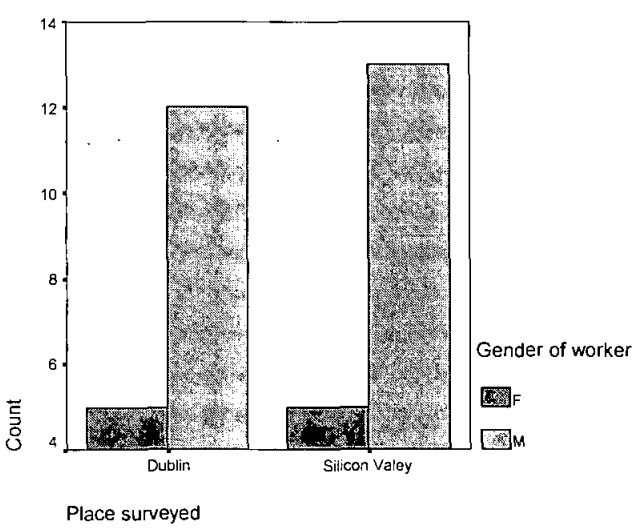
Q1. Please tick your gender – male or female

Table 17. Crosstabulation: Pilot Study – Question 1 Gender

Place where survey was carried out * Gender of worker Crosstabulation

			Gender of worker		
			F	M	Total
Place where survey was carried out	Dublin	Count	5	12	17
		% within Place where survey was carried out	29.4%	70.6%	100.0%
		% within Gender of worker	50.0%	48.0%	48.6%
		% of Total	14.3%	34.3%	48.6%
	Silicon Valey	Count	5	13	18
		% within Place where survey was carried out	27.8%	72.2%	100.0%
		% within Gender of worker	50.0%	52.0%	51.4%
		% of Total	14.3%	37.1%	51.4%
Total		Count	10	25	35
		% within Place where survey was carried out	28.6%	71.4%	100.0%
		% within Gender of worker	100.0%	100.0%	100.0%
		% of Total	28.6%	71.4%	100.0%

Figure 1. Histogram: Pilot Study of Gender of IT Workers in Silicon Valley, California, and Dublin, Ireland



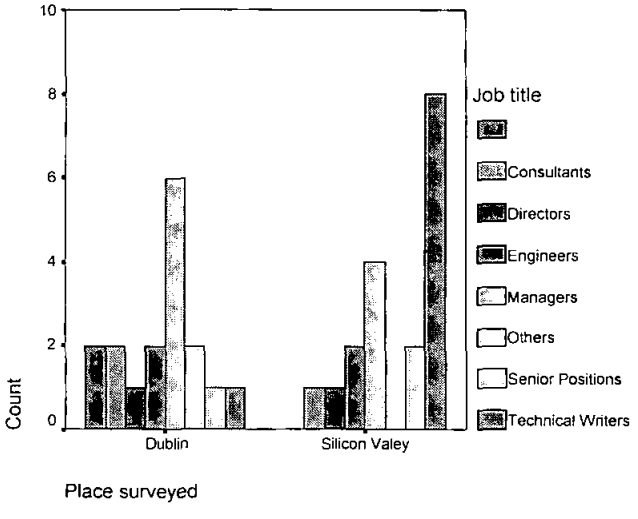
Q2. What is your job title?

Table 18. Crosstabulation: Pilot Study – Question 2 Job Title

Place where survey was carried out * Job title Crosstabulation

			Job title								
			onsultant	Directors	ngineer	lanager	Others	Senior Positions	Technica Writers		Total
Place where s was carried o	Dublin	Count	2	1	2	6	2	1	1	2	17
		% within Place survey was ca	11.8%	5.9%	11.8%	35.3%	11.8%	5.9%	5.9%	11.8%	00.0%
		% within Job ti	66.7%	50.0%	50.0%	60.0%	00.0%	33.3%	11.1%	00.0%	48.6%
		% of Total	5.7%	2.9%	5.7%	17.1%	5.7%	2.9%	2.9%	5.7%	48.6%
	Silicon V	Count	1	1	2	4		2	8		18
		% within Place survey was ca	5.6%	5.6%	11.1%	22.2%		11.1%	44.4%		00.0%
		% within Job ti	33.3%	50.0%	50.0%	40.0%		66.7%	88.9%		51.4%
		% of Total	2.9%	2.9%	5.7%	11.4%		5.7%	22.9%		51.4%
Total		Count	3	2	4	10	2	3	9	2	35
		% within Place survey was ca	8.6%	5.7%	11.4%	28.6%	5.7%	8.6%	25.7%	5.7%	00.0%
		% within Job ti	100.0%	00.0%	100.0%	00.0%	00.0%	100.0%	100.0%	00.0%	00.0%
		% of Total	8.6%	5.7%	11.4%	28.6%	5.7%	8.6%	25.7%	5.7%	00.0%

Figure 2. Histogram: Pilot Study of Job Title of IT Workers in Silicon Valley, California, and Dublin, Ireland



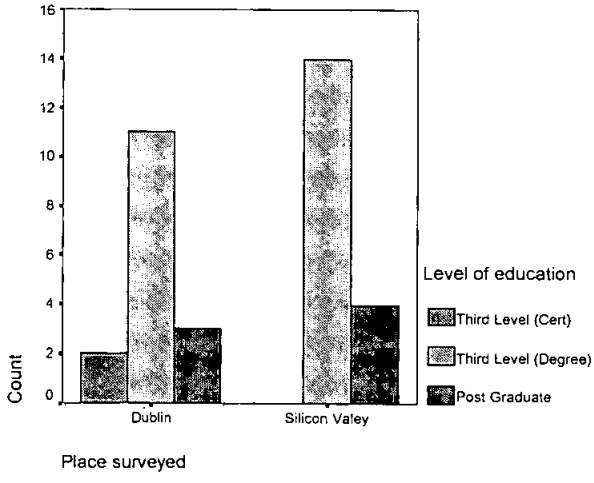
Q3. What is your highest level of education? Primary, Secondary, Third Level (Cert), Third Level (Dip) Third Level (Degree), Other. If other please give details.

Table 19. Crosstabulation Pilot Study – Level of Education

Place surveyed * Level of education Crosstabulation

			Level of education			
			Third Level (Cert)	Third Level (Degree)	Post Graduate	Total
Place surveyed	Dublin	Count	2	11	3	16
		% within Place surveyed	12.5%	68.8%	18.8%	100.0%
		% within Level of education	100.0%	44.0%	42.9%	47.1%
		% of Total	5.9%	32.4%	8.8%	47.1%
	Silicon Valey	Count		14	4	18
		% within Place surveyed		77.8%	22.2%	100.0%
		% within Level of education		56.0%	57.1%	52.9%
		% of Total		41.2%	11.8%	52.9%
Total		Count	2	25	7	34
		% within Place surveyed	5.9%	73.5%	20.6%	100.0%
		% within Level of education	100.0%	100.0%	100.0%	100.0%
		% of Total	5.9%	73.5%	20.6%	100.0%

Figure 3. Histogram: Pilot Study of Education Level of IT Workers in Silicon Valley, California, and Dublin, Ireland



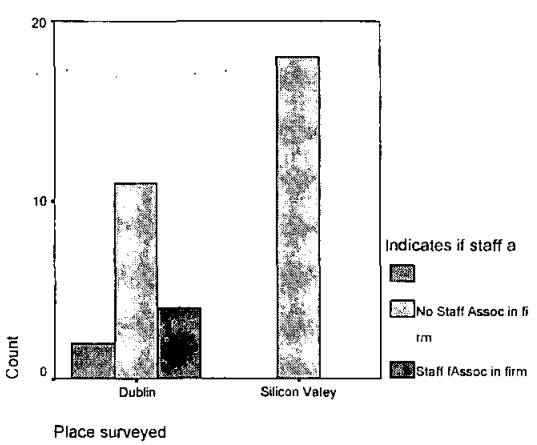
Q4: Is there a staff association in your organisation?

Table 20. Crosstabulation: Pilot study – staff association membership

Place surveyed * Indicates if staff association is in firm Crosstabulation

			Indicates if staff association is in firm			
			No Staff Assoc in firm	Staff fAssoc in firm		Total
Place surveyed	Dublin	Count	11	4	2	17
		% within Place surveyed	64.7%	23.5%	11.8%	100.0%
		% within Indicates if staff association is in firm	37.9%	100.0%	100.0%	48.6%
		% of Total	31.4%	11.4%	5.7%	48.6%
	Silicon Valey	Count	18			18
		% within Place surveyed	100.0%			100.0%
		% within Indicates if staff association is in firm	62.1%			51.4%
		% of Total	51.4%			51.4%
Total		Count	29	4	2	35
		% within Place surveyed	82.9%	11.4%	5.7%	100.0%
		% within Indicates if staff association is in firm	100.0%	100.0%	100.0%	100.0%
		% of Total	82.9%	11.4%	5.7%	100.0%

Figure 4. Histogram: Pilot Study Showing Staff Association Membership of IT Workers in Silicon Valley, California, and Dublin, Ireland



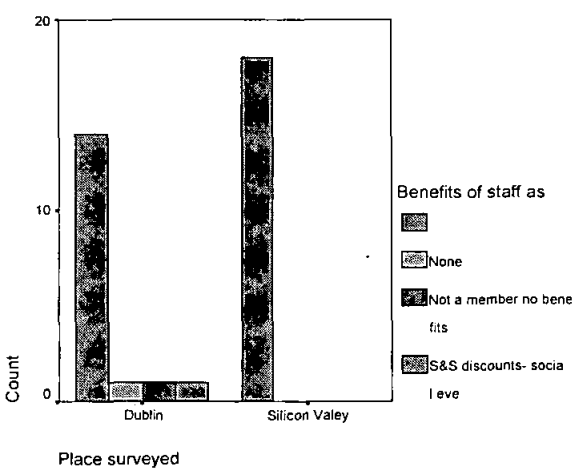
Q5. If yes, please state any benefits that you derive from being a member of this association.

Table 21. Crosstabulation: Benefits of staff association

Place surveyed * Benefits of staff association Crosstabulation

			Benefits of staff association				
				None	Not a member no benefits	S&S discounts-social eve	Total
Place surveyed	Dublin	Count	14	1	1	1	17
		% within Place surve	82.4%	5.9%	5.9%	5.9%	100.0%
		% within Benefits of association	43.8%	100.0%	100.0%	100.0%	48.6%
		% of Total	40.0%	2.9%	2.9%	2.9%	48.6%
	Silicon Vale	Count	18				18
		% within Place surve	100.0%				100.0%
		% within Benefits of association	56.3%				51.4%
		% of Total	51.4%				51.4%
Total		Count	32	1	1	1	35
		% within Place surve	91.4%	2.9%	2.9%	2.9%	100.0%
		% within Benefits of association	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	91.4%	2.9%	2.9%	2.9%	100.0%

Figure 5. Histogram: Pilot Study Showing Benefits of Staff Association for IT Workers in Silicon Valley, California, and Dublin, Ireland



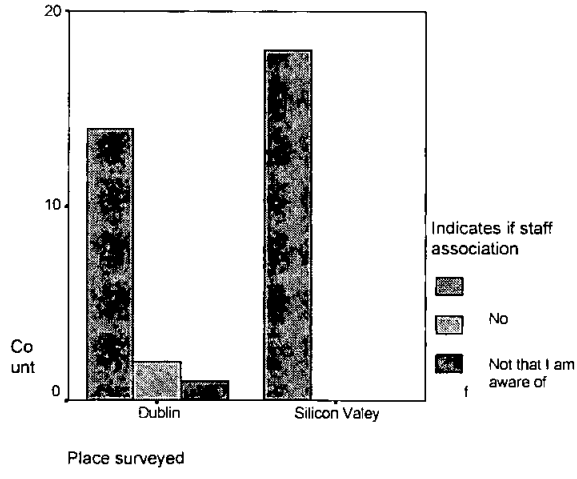
Q6: If yes [to membership of Staff Association], does your association promote professional development in your organisation?

Table 22. Crosstabulation: Does staff association promote professional development

Place surveyed * Indicates if staff association promotes professional development Crosstabulation

			Indicates if staff association promotes professional development			
				N	Not that I'm aware of	Total
Place surveyed	Dublin	Count	14	2	1	17
		% within Place surveyed	82.4%	11.8%	5.9%	100.0%
		% within Indicates if staff association promotes professional development	43.8%	100.0%	100.0%	48.6%
		% of Total	40.0%	5.7%	2.9%	48.6%
	Silicon Valey	Count	18			18
		% within Place surveyed	100.0%			100.0%
		% within Indicates if staff association promotes professional development	56.3%			51.4%
		% of Total	51.4%			51.4%
Total		Count	32	2	1	35
		% within Place surveyed	91.4%	5.7%	2.9%	100.0%
		% within Indicates if staff association promotes professional development	100.0%	100.0%	100.0%	100.0%
		% of Total	91.4%	5.7%	2.9%	100.0%

Figure 6. Histogram: Pilot Study of Staff Association Promoting Professional Development of IT Workers in Silicon Valley, California, and Dublin, Ireland



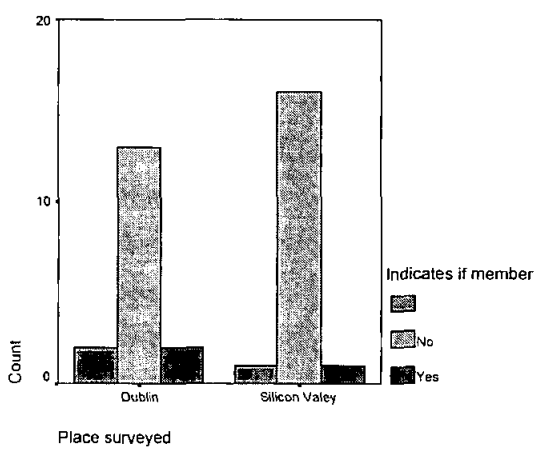
Q7. Are you a member of any professional computer organisation?

Table 23. Crosstabulation: Membership of professional organisations

Place surveyed * Indicates if member of professional organisation Crosstabulation

			Indicates if member of professional organisation			
			No	Yes		Total
Place surveyed	Dublin	Count	13	2	2	17
		% within Place surveyed	76.5%	11.8%	11.8%	100.0%
		% within Indicates if member of professional organisation	44.8%	66.7%	66.7%	48.6%
		% of Total	37.1%	5.7%	5.7%	48.6%
	Silicon Valey	Count	16	1	1	18
		% within Place surveyed	88.9%	5.6%	5.6%	100.0%
		% within Indicates if member of professional organisation	55.2%	33.3%	33.3%	51.4%
		% of Total	45.7%	2.9%	2.9%	51.4%
Total		Count	29	3	3	35
		% within Place surveyed	82.9%	8.6%	8.6%	100.0%
		% within Indicates if member of professional organisation	100.0%	100.0%	100.0%	100.0%
		% of Total	82.9%	8.6%	8.6%	100.0%

Figure 7. Histogram: Pilot Study Showing Membership of Professional Organisations of IT Workers in Silicon Valley, California, and Dublin, Ireland



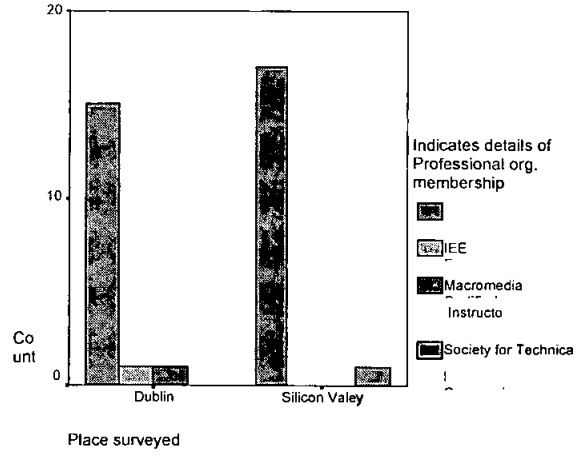
Q8. If yes, please give details.

Table 24. Crosstabulations: Details of professional organsiations

Place surveyed * Indicates details of professional association Crosstabulation

			Indicates details of professional association				
				IEEE	Macromedia Certified Instructo	Society for Technical Communic	Total
Place surveyed	Dublin	Count	15	1	1		17
		% within Place surveyed	88.2%	5.9%	5.9%		100.0%
		% within Indicates details of professional association	46.9%	100.0%	100.0%		48.6%
		% of Total	42.9%	2.9%	2.9%		48.6%
	Silicon Valey	Count	17			1	18
		% within Place surveyed	94.4%			5.6%	100.0%
		% within Indicates details of professional association	53.1%			100.0%	51.4%
		% of Total	48.6%			2.9%	51.4%
Total		Count	32	1	1	1	35
		% within Place surveyed	91.4%	2.9%	2.9%	2.9%	100.0%
		% within Indicates details of professional association	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	91.4%	2.9%	2.9%	2.9%	100.0%

Figure 8. Pilot Study Showing Details of Professional Organisation Membership of IT Workers in Silicon Valley, California, and Dublin, Ireland



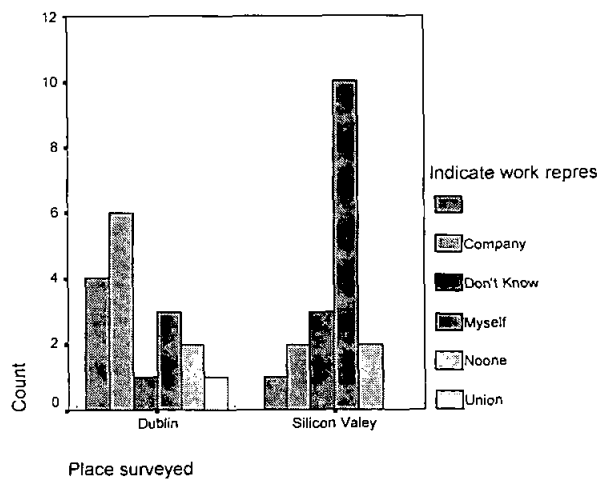
Q9. Who would represent you if there were a problem at work?

Table 25. Crosstabulations: Work representation

Place surveyed * Indicate work representative if a problem arose at work Crosstabulation

			Indicate work representative if a problem arose at work						
			Company	Don't Know	Myself	Noone	Union		Total
Place surveye	Dublin	Count	6	1	3	2	1	4	17
		% within Place survey	35.3%	5.9%	17.6%	11.8%	5.9%	23.5%	100.0%
		% within Indicate wor representative if a problem arose at wor	75.0%	25.0%	23.1%	50.0%	100.0%	80.0%	48.6%
		% of Total	17.1%	2.9%	8.6%	5.7%	2.9%	11.4%	48.6%
	Silicon Vale	Count	2	3	10	2		1	18
		% within Place survey	11.1%	16.7%	55.6%	11.1%		5.6%	100.0%
		% within Indicate wor representative if a problem arose at wor	25.0%	75.0%	76.9%	50.0%		20.0%	51.4%
		% of Total	5.7%	8.6%	28.6%	5.7%		2.9%	51.4%
Total		Count	8	4	13	4	1	5	35
		% within Place survey	22.9%	11.4%	37.1%	11.4%	2.9%	14.3%	100.0%
		% within Indicate wor representative if a problem arose at wor	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	22.9%	11.4%	37.1%	11.4%	2.9%	14.3%	100.0%

Figure 9. Histogram: Pilot Study of Representation of IT Workers in Silicon Valley, California, and Dublin, Ireland



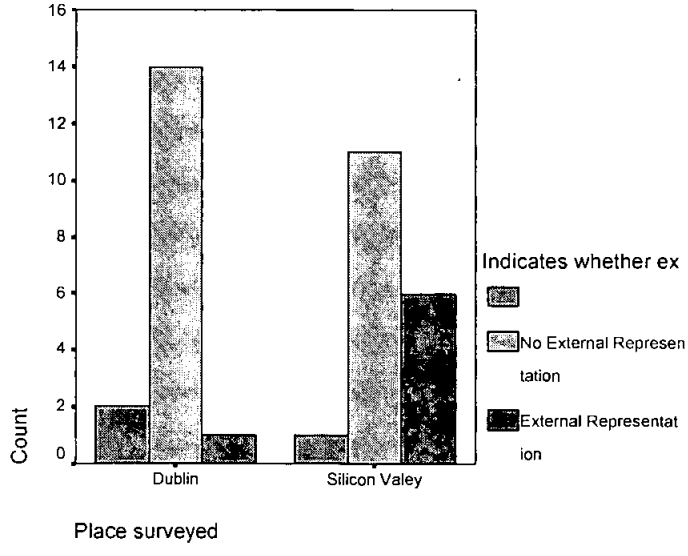
Q10. Have you ever felt the need for external representation at work?

Table 26. Crosstabulation: External Representation

Place surveyed * Indicates whether external representation, ie. union, was ever required Crosstabulation

			Indicates whether external representation, ie. union, was ever required			
			External representation was never needed	External representation was needed		Total
Place surveyed	Dublin	Count	14	1	2	17
		% within Place surveyed	82.4%	5.9%	11.8%	100.0%
		% within Indicates whether external representation, ie. union, was ever required	56.0%	14.3%	66.7%	48.6%
		% of Total	40.0%	2.9%	5.7%	48.6%
	Silicon Valey	Count	11	6	1	18
		% within Place surveyed	61.1%	33.3%	5.6%	100.0%
		% within Indicates whether external representation, ie. union, was ever required	44.0%	85.7%	33.3%	51.4%
		% of Total	31.4%	17.1%	2.9%	51.4%
Total		Count	25	7	3	35
		% within Place surveyed	71.4%	20.0%	8.6%	100.0%
		% within Indicates whether external representation, ie. union, was ever required	100.0%	100.0%	100.0%	100.0%
		% of Total	71.4%	20.0%	8.6%	100.0%

Figure 10. Histogram: Pilot Study of External Representation Requirements by IT Workers in Silicon Valley, California, and Dublin, Ireland



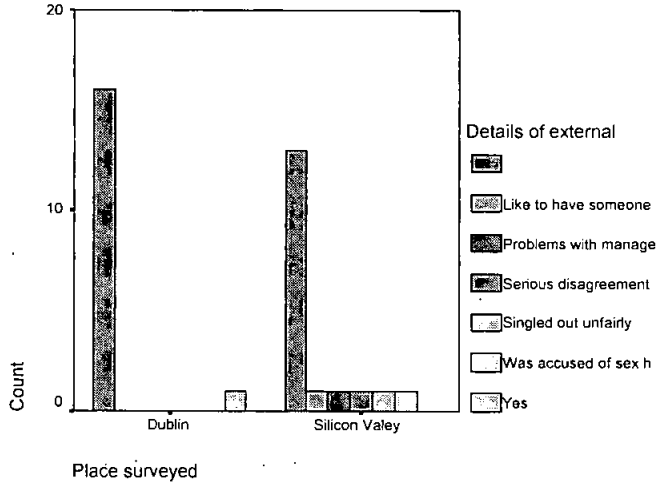
Q11. If yes, [felt the need for external representation] please give details.

Table 27. Crosstabulation: Please give details of External Representation

Place surveyed * Details of external representation Crosstabulation

			Details of external representation							
				Like to have someone	Problems with manage	Serious disagreement	Singled out unfairly	Was accused of sex h	Yes	Total
Place survey	Dublin	Count	16						1	17
		% within Place surv	94.1%						5.9%	100.0%
		% within Details of external representa	55.2%						100.0%	48.6%
		% of Total	45.7%						2.9%	48.6%
	Silicon Vale	Count	13	1	1	1	1	1		18
		% within Place surv	72.2%	5.6%	5.6%	5.6%	5.6%	5.6%		100.0%
		% within Details of external representa	44.8%	100.0%	100.0%	100.0%	100.0%	100.0%		51.4%
		% of Total	37.1%	2.9%	2.9%	2.9%	2.9%	2.9%		51.4%
Total		Count	29	1	1	1	1	1	1	35
		% within Place surv	82.9%	2.9%	2.9%	2.9%	2.9%	2.9%	2.9%	100.0%
		% within Details of external representa	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	82.9%	2.9%	2.9%	2.9%	2.9%	2.9%	2.9%	100.0%

Figure 11. Histogram: Pilot Study of Need for External Representation of IT Workers in Silicon Valley, California, and Dublin, Ireland



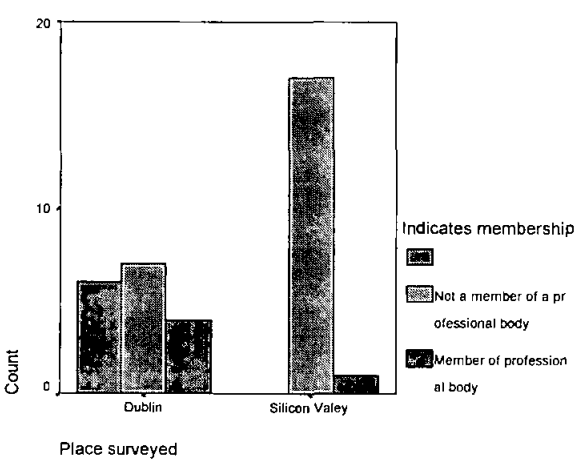
Q12a. How important is professional development to you: Are you a member of a professional body (please list in full)

Table 28. Crosstabulation: Membership of professional body

Place surveyed * Indicates membership of a professional body Crosstabulation

			Indicates membership of a professional body			
			Not a member of a professional body	Member of professional body		Total
Place surveyed	Dublin	Count	7	4	6	17
		% within Place surveyed	41.2%	23.5%	35.3%	100.0%
		% within Indicates membership of a professional body	29.2%	80.0%	100.0%	48.6%
		% of Total	20.0%	11.4%	17.1%	48.6%
	Silicon Valey	Count	17	1		18
		% within Place surveyed	94.4%	5.6%		100.0%
		% within Indicates membership of a professional body	70.8%	20.0%		51.4%
		% of Total	48.6%	2.9%		51.4%
Total		Count	24	5	6	35
		% within Place surveyed	68.6%	14.3%	17.1%	100.0%
		% within Indicates membership of a professional body	100.0%	100.0%	100.0%	100.0%
		% of Total	68.6%	14.3%	17.1%	100.0%

Figure 12. Histogram: Pilot Study of Membership of Professional Body of IT Workers in Silicon Valley, California, and Dublin, Ireland



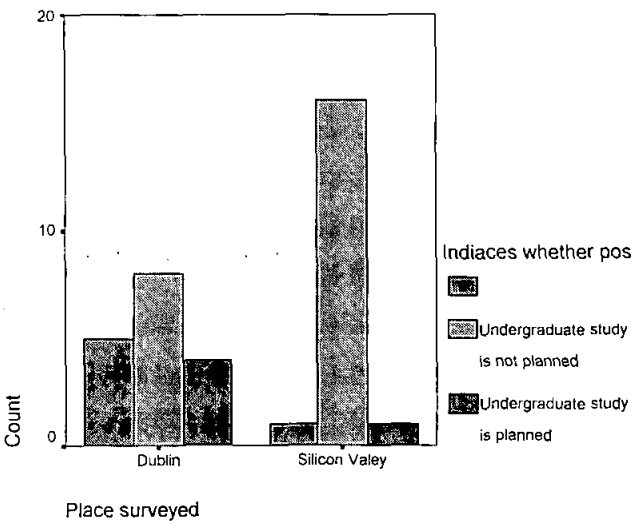
Q12b. Are you undertaking (or plan to undertake) postgraduate study?

Table 29. Crosstabulation: Postgraduate Study

Place surveyed * Indiaces whether postgraduate study is being undertaken or planned Crosstabulation

			Indiaces whether postgraduate study is being undertaken or planned			
			Undergraduate study is not planned	Undergraduate study is planned		Total
Place surveyed	Dublin	Count	8	4	5	17
		% within Place surveyed	47.1%	23.5%	29.4%	100.0%
		% within Indiaces whether postgraduate study is being undertaken or planned	33.3%	80.0%	83.3%	48.6%
		% of Total	22.9%	11.4%	14.3%	48.6%
	Silicon Valey	Count	16	1	1	18
		% within Place surveyed	88.9%	5.6%	5.6%	100.0%
		% within Indiaces whether postgraduate study is being undertaken or planned	66.7%	20.0%	16.7%	51.4%
		% of Total	45.7%	2.9%	2.9%	51.4%
Total		Count	24	5	6	35
		% within Place surveyed	68.6%	14.3%	17.1%	100.0%
		% within Indiaces whether postgraduate study is being undertaken or planned	100.0%	100.0%	100.0%	100.0%
		% of Total	68.6%	14.3%	17.1%	100.0%

Figure 13. Histogram: Pilot Study of Plan for Postgraduate Study of IT Workers in Silicon Valley, California, and Dublin, Ireland



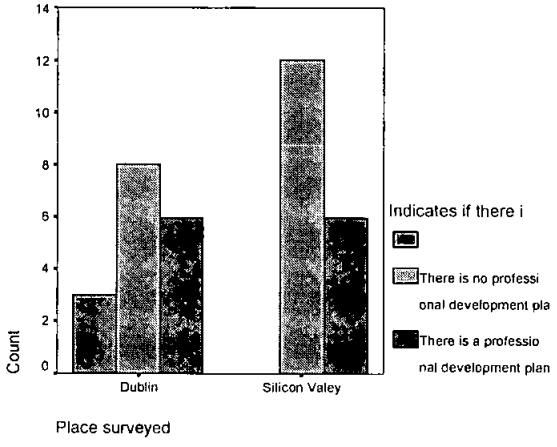
Q12c. Do you have a professional development plan?

Table 30. Crosstabulation: Professional development plan

Place surveyed * Indicates if there is a professional development plan Crosstabulation

			Indicates if there is a professional development plan			
			There is no professional development plan	There is a professional development plan		Total
Place surveyed	Dublin	Count	8	6	3	17
		% within Place surveyed	47.1%	35.3%	17.6%	100.0%
		% within Indicates if there is a professional development plan	40.0%	50.0%	100.0%	48.6%
		% of Total	22.9%	17.1%	8.6%	48.6%
	Silicon Valey	Count	12	6		18
		% within Place surveyed	66.7%	33.3%		100.0%
		% within Indicates if there is a professional development plan	60.0%	50.0%		51.4%
		% of Total	34.3%	17.1%		51.4%
Total		Count	20	12	3	35
		% within Place surveyed	57.1%	34.3%	8.6%	100.0%
		% within Indicates if there is a professional development plan	100.0%	100.0%	100.0%	100.0%
		% of Total	57.1%	34.3%	8.6%	100.0%

Figure 14. Histogram: Pilot Study of Professional Development Plan of IT Workers in Silicon Valley, California, and Dublin, Ireland



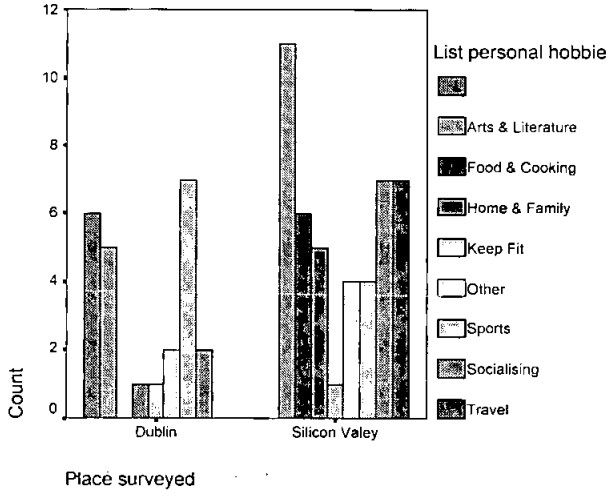
Q13a. How important is personal development to you: What are your regular hobbies/ pass-times?

Table 31. Crosstabulation: Importance of personal development

Place surveyed * List personal hobbies or pasttimes Crosstabulation

		List personal hobbies or pasttimes									
		Arts & Literature	Food & Cooking	Home & Family	Keep Fit	Other	Sports	Socialising	Travel		Total
Place surveye Dublin	Count	5		1	1	2	7	2		6	24
	% within Place survey	20.8%		4.2%	4.2%	8.3%	29.2%	8.3%		25.0%	100.0%
	% within List personal hobbies or pasttimes	31.3%		16.7%	50.0%	33.3%	63.6%	22.2%		100.0%	34.8%
	% of Total	7.2%		1.4%	1.4%	2.9%	10.1%	2.9%		8.7%	34.8%
Silicon Valey	Count	11	6	5	1	4	4	7	7		45
	% within Place survey	24.4%	13.3%	11.1%	2.2%	8.9%	8.9%	15.6%	15.6%		100.0%
	% within List personal hobbies or pasttimes	68.8%	100.0%	83.3%	50.0%	66.7%	36.4%	77.8%	100.0%		65.2%
	% of Total	15.9%	8.7%	7.2%	1.4%	5.8%	5.8%	10.1%	10.1%		65.2%
Total	Count	16	6	6	2	6	11	9	7	6	69
	% within Place survey	23.2%	8.7%	8.7%	2.9%	8.7%	15.9%	13.0%	10.1%	8.7%	100.0%
	% within List personal hobbies or pasttimes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	23.2%	8.7%	8.7%	2.9%	8.7%	15.9%	13.0%	10.1%	8.7%	100.0%

Figure 15. Histogram: Pilot Study of Leisure Pursuits of IT Workers in Silicon Valley, California and Dublin, Ireland



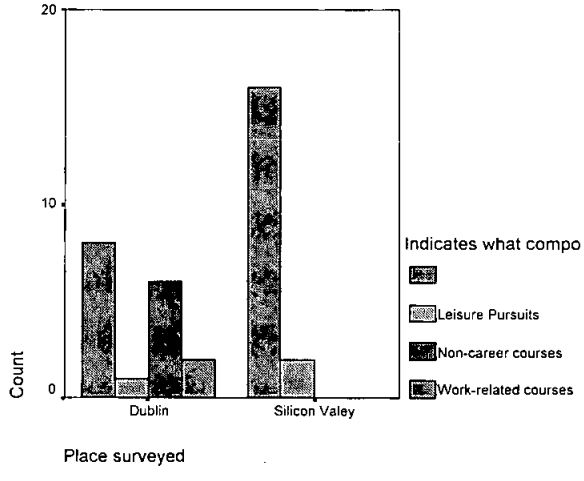
Q13b. What components (themes) would you include in a personal development plan?

Table 32. Crosstabulation: Components in personal development plan

Place surveyed * Indicates what components would be included in a personal development plan Crosstabulation

			Indicates what components would be included in a personal development plan				
			Leisure Pursuits	Non-career courses	Work-related courses		Total
Place surveyed	Dublin	Count	1	6	2	8	17
		% within Place surveyed	5.9%	35.3%	11.8%	47.1%	100.0%
		% within Indicates what components would be included in a personal development plan	33.3%	100.0%	100.0%	33.3%	48.6%
		% of Total	2.9%	17.1%	5.7%	22.9%	48.6%
	Silicon Valey	Count	2			16	18
		% within Place surveyed	11.1%			88.9%	100.0%
		% within Indicates what components would be included in a personal development plan	66.7%			66.7%	51.4%
		% of Total	5.7%			45.7%	51.4%
Total		Count	3	6	2	24	35
		% within Place surveyed	8.6%	17.1%	5.7%	68.6%	100.0%
		% within Indicates what components would be included in a personal development plan	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	8.6%	17.1%	5.7%	68.6%	100.0%

Figure 16. Histogram: Pilot Study of Personal Development Plan of IT Workers in Silicon Valley, California And Dublin, Ireland



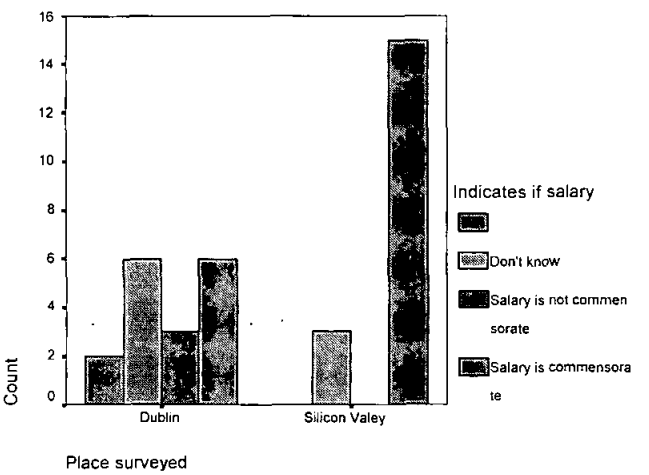
Q14. Is your salary level comparable with that of other IT professionals in similar positions

Table 33. Crosstabulation: Salary level comparable with other IT professionals

Place surveyed * Indicates if salary is commensorate with average salaries in the area Crosstabulation

			Indicates if salary is commensorate with average salaries in the area				
			Don't know	Salary is not commensorate	Salary is commensorate		Total
Place surveyed	Dublin	Count	6	3	6	2	17
		% within Place surveyed	35.3%	17.6%	35.3%	11.8%	100.0%
		% within Indicates if salary is commensorate with average salaries in the area	66.7%	100.0%	28.6%	100.0%	48.6%
		% of Total	17.1%	8.6%	17.1%	5.7%	48.6%
	Silicon Valey	Count	3		15		18
		% within Place surveyed	16.7%		83.3%		100.0%
		% within Indicates if salary is commensorate with average salaries in the area	33.3%		71.4%		51.4%
		% of Total	8.6%		42.9%		51.4%
Total		Count	9	3	21	2	35
		% within Place surveyed	25.7%	8.6%	60.0%	5.7%	100.0%
		% within Indicates if salary is commensorate with average salaries in the area	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	25.7%	8.6%	60.0%	5.7%	100.0%

Figure 17. Histogram: Pilot Study of Salary Comparisons of IT Workers in Silicon Valley, California And Dublin, Ireland



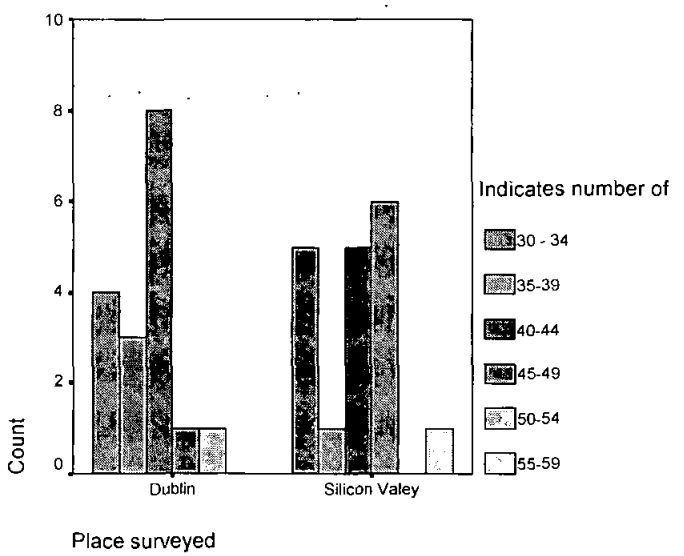
Q15. How many hours do you spend at work per week, taking an approximate average over the last three months? 30-34, 35-39, 40-44, 45-49, 50-54, 55-59, 60-64+?

Table 34. Crosstabulation: Hours worked per week

Place surveyed * Indicates number of hours worked each week Crosstabulation

			Indicates number of hours worked each week						
			30 - 34	35-39	40-44	45-49	50-54	55-59	Total
Place surveyed	Dublin	Count	4	3	8	1	1		17
		% within Place surveyed	23.5%	17.6%	47.1%	5.9%	5.9%		100.0%
		% within Indicates number of hours worked each week	44.4%	75.0%	61.5%	14.3%	100.0%		48.6%
		% of Total	11.4%	8.6%	22.9%	2.9%	2.9%		48.6%
	Silicon Valey	Count	5	1	5	6		1	18
		% within Place surveyed	27.8%	5.6%	27.8%	33.3%		5.6%	100.0%
		% within Indicates number of hours worked each week	55.6%	25.0%	38.5%	85.7%		100.0%	51.4%
		% of Total	14.3%	2.9%	14.3%	17.1%		2.9%	51.4%
Total		Count	9	4	13	7	1	1	35
		% within Place surveyed	25.7%	11.4%	37.1%	20.0%	2.9%	2.9%	100.0%
		% within Indicates number of hours worked each week	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	25.7%	11.4%	37.1%	20.0%	2.9%	2.9%	100.0%

Figure 18. Histogram: Pilot Study of Personal Development Plan of IT Workers in Silicon Valley, California And Dublin, Ireland



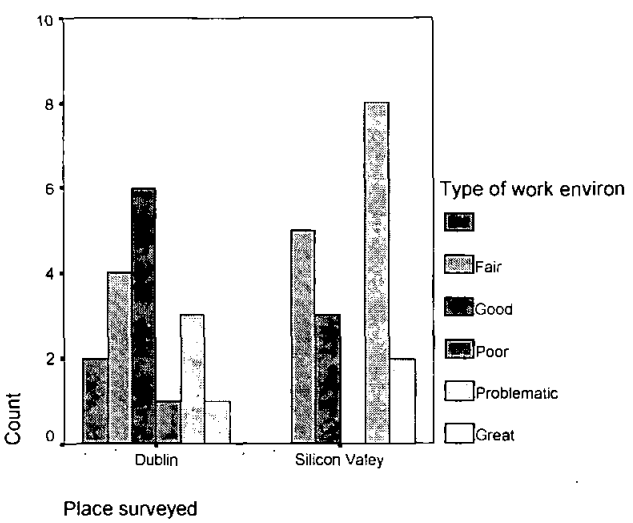
Q16. How would you describe your work environment?

Table 35. Crosstabulation: Type of work environment

Place surveyed * Type of work environment Crosstabulation

			Type of work environment						
			Fair	Good	Poor	Problematic	Great		Total
Place surveyed	Dublin	Count	4	6	1	3	1	2	17
		% within Place surveyed	23.5%	35.3%	5.9%	17.6%	5.9%	11.8%	100.0%
		% within Type of work environment	44.4%	66.7%	100.0%	27.3%	33.3%	100.0%	48.6%
		% of Total	11.4%	17.1%	2.9%	8.6%	2.9%	5.7%	48.6%
	Silicon Valey	Count	5	3		8	2		18
		% within Place surveyed	27.8%	16.7%		44.4%	11.1%		100.0%
		% within Type of work environment	55.6%	33.3%		72.7%	66.7%		51.4%
		% of Total	14.3%	8.6%		22.9%	5.7%		51.4%
Total		Count	9	9	1	11	3	2	35
		% within Place surveyed	25.7%	25.7%	2.9%	31.4%	8.6%	5.7%	100.0%
		% within Type of work environment	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	25.7%	25.7%	2.9%	31.4%	8.6%	5.7%	100.0%

Figure 19. Histogram: Pilot Study of Work Environment of IT Workers in Silicon Valley, California And Dublin, Ireland



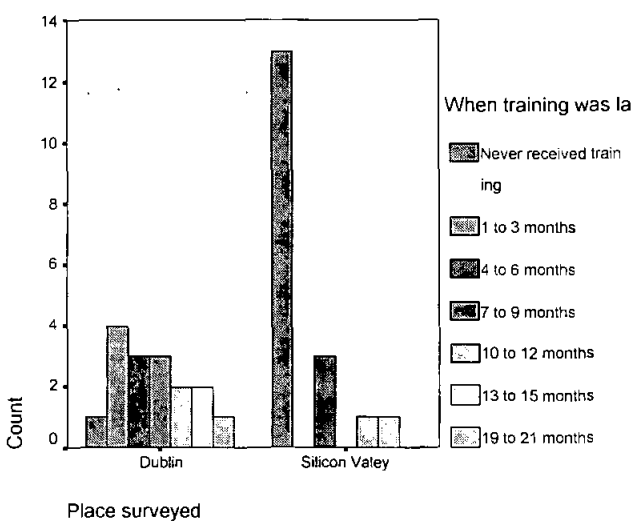
Q17. When did you last receive training at work for new skills that are required as part of your job? Never received Training, 0 to 3 months ago, 4 to 6 months ago, 7 to 9 months ago, 10 to 12 months ago, 13 to 15 months ago, 16 to 18 months ago, and 16+ months ago.

Table 36. Crosstabulation: When training was last received

Place surveyed * When training was last received Crosstabulation

			When training was last received							
			Never received training	1 to 3 months	4 to 6 months	7 to 9 months	10 to 12 months	13 to 15 months	19 to 21 months	Total
Place surveyed	Dublin	Count	1	4	3	3	2	2	1	16
		% within Place survey	6.3%	25.0%	18.8%	18.8%	12.5%	12.5%	6.3%	100.0%
		% within When training was last received	7.1%	100.0%	50.0%	100.0%	66.7%	66.7%	100.0%	47.1%
		% of Total	2.9%	11.8%	8.8%	8.8%	5.9%	5.9%	2.9%	47.1%
	Silicon Valey	Count	13		3		1	1		18
		% within Place survey	72.2%		16.7%		5.6%	5.6%		100.0%
		% within When training was last received	92.9%		50.0%		33.3%	33.3%		52.9%
		% of Total	38.2%		8.8%		2.9%	2.9%		52.9%
Total		Count	14	4	6	3	3	3	1	34
		% within Place survey	41.2%	11.8%	17.6%	8.8%	8.8%	8.8%	2.9%	100.0%
		% within When training was last received	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	41.2%	11.8%	17.6%	8.8%	8.8%	8.8%	2.9%	100.0%

Figure 20. Histogram: Pilot Study of when training was last received by IT Workers in Silicon Valley, California, and Dublin, Ireland



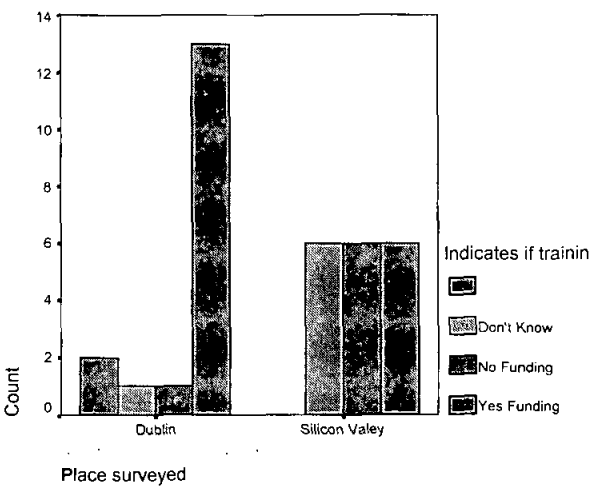
Q18. If you wish to pursue training or further qualifications is this funded by your organisation?

Table 37. Crosstabulation: Indicates if Training is funded

Place surveyed * Indicates if training is funded Crosstabulation

			Indicates if training is funded				Total
			Don't Know	No Funding	Yes Funding		
Place surveyed	Dublin	Count	1	1	13	2	17
		% within Place surveye	5.9%	5.9%	76.5%	11.8%	100.0%
		% within Indicates if training is funded	14.3%	14.3%	68.4%	100.0%	48.6%
		% of Total	2.9%	2.9%	37.1%	5.7%	48.6%
	Silicon Valey	Count	6	6	6		18
		% within Place surveye	33.3%	33.3%	33.3%		100.0%
		% within Indicates if training is funded	85.7%	85.7%	31.6%		51.4%
		% of Total	17.1%	17.1%	17.1%		51.4%
Total		Count	7	7	19	2	35
		% within Place surveye	20.0%	20.0%	54.3%	5.7%	100.0%
		% within Indicates if training is funded	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	20.0%	20.0%	54.3%	5.7%	100.0%

Figure 21. Histogram: Pilot Study of Available Funding for IT Workers in Silicon Valley, California, and Dublin, Ireland



Appendix M

Dublin Union and Dublin Non-union Survey Analysis

Non-Union Questions

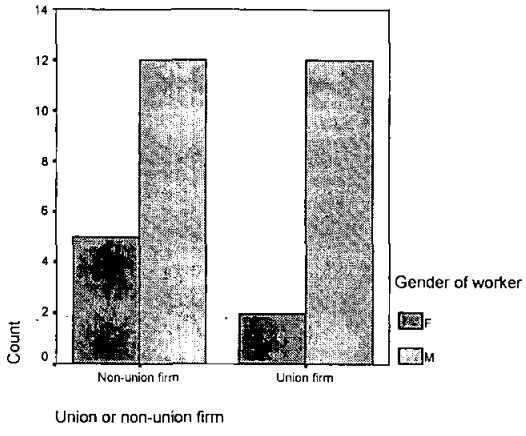
Q1. Please tick your gender – male or female.

Table 38. Crosstabulation: Non-union questions - Gender

Union or non-union firm * Gender of worker Crosstabulation

			Gender of worker		
			F	M	Total
Union or non-union firm	Non-union firm	Count	5	12	17
		% within Union or non-union firm	29.4%	70.6%	100.0%
		% within Gender of worker	71.4%	50.0%	54.8%
		% of Total	16.1%	38.7%	54.8%
	Union firm	Count	2	12	14
		% within Union or non-union firm	14.3%	85.7%	100.0%
		% within Gender of worker	28.6%	50.0%	45.2%
		% of Total	6.5%	38.7%	45.2%
Total		Count	7	24	31
		% within Union or non-union firm	22.6%	77.4%	100.0%
		% within Gender of worker	100.0%	100.0%	100.0%
		% of Total	22.6%	77.4%	100.0%

Figure 22. Histogram: Pilot Study of Gender
For Dublin Non-union and Union IT Workers



Q2. What is your job title?

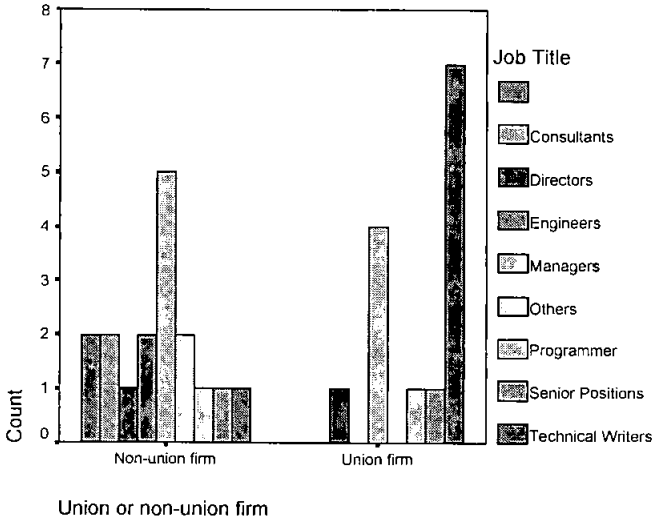
Table 39. Crosstabulation: Job title

Union or non-union firm * Job Title Crosstabulation

			Job Title								
			Consultants	Directors	Engineers	Managers	Others	Programmer	Senior Positions	Technical Writers	Total
Union or non-unic	Non-union firm	Count	2	1	2	5	2	1	1	1	2	17
firm		% within Union non-union firm	11.8%	5.9%	11.8%	29.4%	11.8%	5.9%	5.9%	5.9%	11.8%	100.0%
		% within Job Ti	100.0%	50.0%	100.0%	55.6%	100.0%	50.0%	50.0%	12.5%	100.0%	54.8%
		% of Total	6.5%	3.2%	6.5%	16.1%	6.5%	3.2%	3.2%	3.2%	6.5%	54.8%
	Union firm	Count		1		4		1	1	7		14
		% within Union non-union firm		7.1%		28.6%		7.1%	7.1%	50.0%		100.0%
		% within Job Ti		50.0%		44.4%		50.0%	50.0%	87.5%		45.2%
		% of Total		3.2%		12.9%		3.2%	3.2%	22.6%		45.2%
Total		Count	2	2	2	9	2	2	2	8	2	31
		% within Union non-union firm	6.5%	6.5%	6.5%	29.0%	6.5%	6.5%	6.5%	25.8%	6.5%	100.0%
		% within Job Ti	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	6.5%	6.5%	6.5%	29.0%	6.5%	6.5%	6.5%	25.8%	6.5%	100.0%

Figure 23. Histogram: Pilot Study of Job Title

For Dublin Non-union and Union IT Workers



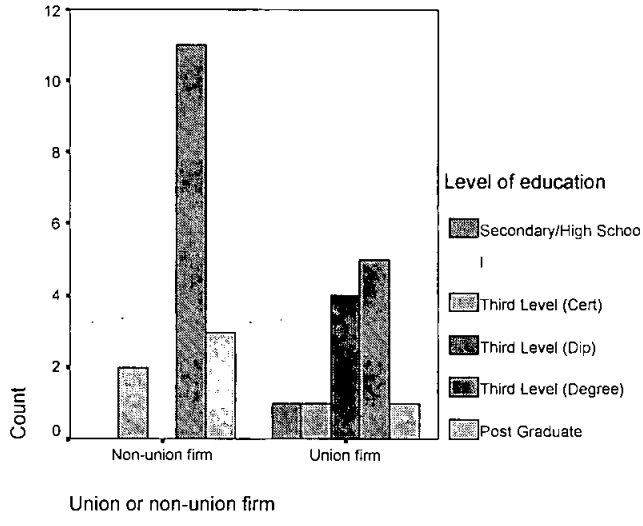
Q3. What is your highest level of education? Primary, Secondary, Third Level (Cert), Third Level (Dip) Third Level (Degree), Other. If other please give details.

Table 40. Crosstabulation: Education Level

Union or non-union firm * Level of education Crosstabulation

			Level of education					
			Secondary/High School	Third Level (Cert)	Third Level (Dip)	Third Level (Degree)	Post Graduate	Total
Union or non-union firm	Non-union firm	Count		2		11	3	16
		% within Union or non-union firm		12.5%		68.8%	18.8%	100.0%
		% within Level of education		66.7%		68.8%	75.0%	57.1%
		% of Total		7.1%		39.3%	10.7%	57.1%
	Union firm	Count	1	1	4	5	1	12
		% within Union or non-union firm	8.3%	8.3%	33.3%	41.7%	8.3%	100.0%
		% within Level of education	100.0%	33.3%	100.0%	31.3%	25.0%	42.9%
		% of Total	3.6%	3.6%	14.3%	17.9%	3.6%	42.9%
Total		Count	1	3	4	16	4	28
		% within Union or non-union firm	3.6%	10.7%	14.3%	57.1%	14.3%	100.0%
		% within Level of education	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	3.6%	10.7%	14.3%	57.1%	14.3%	100.0%

Figure 24. Histogram: Pilot Study of Level of Education For Dublin Non-union and Union IT Workers



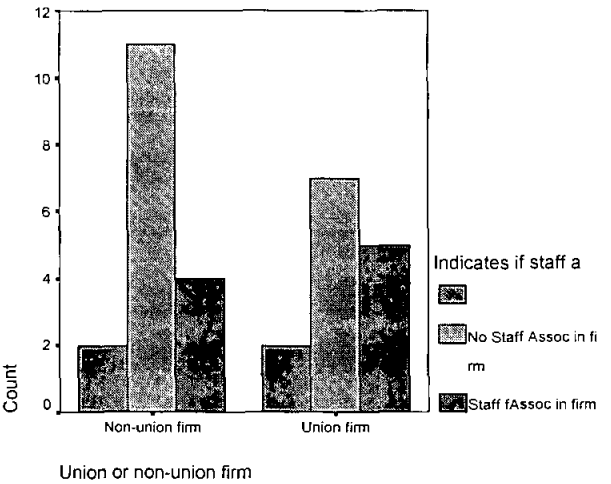
Q4. Is there a staff association in your organisation?

Table 41. Crosstabulation: Staff association

Union or non-union firm * Indicates if staff association is in firm Crosstabulation

			Indicates if staff association is in firm			
			No Staff Assoc in firm	Staff fAssoc in firm		Total
Union or non-union firm	Non-union firm	Count	11	4	2	17
		% within Union or non-union firm	64.7%	23.5%	11.8%	100.0%
		% within Indicates if staff association is in firm	61.1%	44.4%	50.0%	54.8%
		% of Total	35.5%	12.9%	6.5%	54.8%
	Union firm	Count	7	5	2	14
		% within Union or non-union firm	50.0%	35.7%	14.3%	100.0%
		% within Indicates if staff association is in firm	38.9%	55.6%	50.0%	45.2%
		% of Total	22.6%	16.1%	6.5%	45.2%
Total		Count	18	9	4	31
		% within Union or non-union firm	58.1%	29.0%	12.9%	100.0%
		% within Indicates if staff association is in firm	100.0%	100.0%	100.0%	100.0%
		% of Total	58.1%	29.0%	12.9%	100.0%

Figure 25. Histogram: Pilot Study of Staff Association in Firms For Dublin Non-union and Union IT Workers



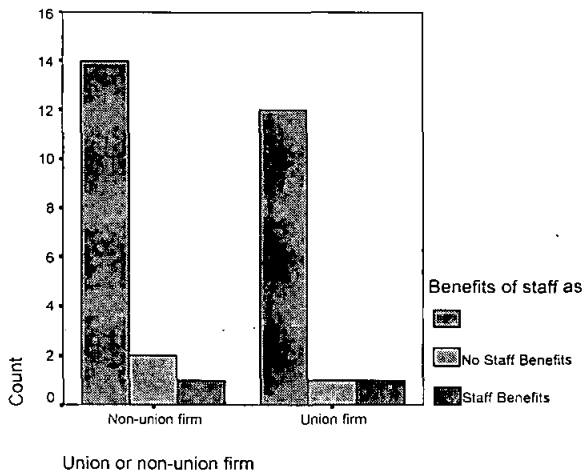
Q5. If yes, please state any benefits that you derive from being a member of this association.

Table 42. Crosstabulation: Benefits from staff association

Union or non-union firm * Benefits of staff association Crosstabulation

			Benefits of staff association			
			No Staff Benefits	Staff Benefits		Total
Union or non-union firm	Non-union firm	Count	2	1	14	17
		% within Union or non-union firm	11.8%	5.9%	82.4%	100.0%
		% within Benefits of staff association	66.7%	50.0%	53.8%	54.8%
		% of Total	6.5%	3.2%	45.2%	54.8%
	Union firm	Count	1	1	12	14
		% within Union or non-union firm	7.1%	7.1%	85.7%	100.0%
		% within Benefits of staff association	33.3%	50.0%	46.2%	45.2%
		% of Total	3.2%	3.2%	38.7%	45.2%
Total		Count	3	2	26	31
		% within Union or non-union firm	9.7%	6.5%	83.9%	100.0%
		% within Benefits of staff association	100.0%	100.0%	100.0%	100.0%
		% of Total	9.7%	6.5%	83.9%	100.0%

Figure 26. Histogram: Pilot Study of Benefits of Staff Associations for Dublin Non-union and Union IT Workers



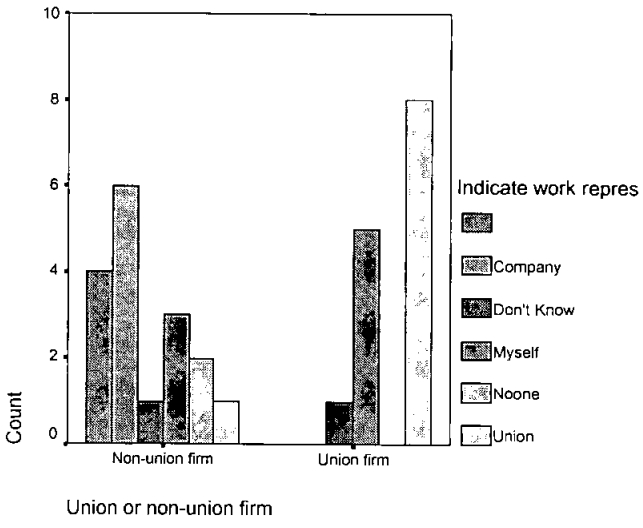
Q9. Who would represent you if there were a problem at work?

Table 43. Crosstabulation: Work representation

Union or non-union firm * Indicate work representative if a problem arose at work Crosstabulation

			Indicate work representative if a problem arose at work						
			Company	Don't Know	Myself	Noone	Union		Total
Union or non-union firm	Non-union firm	Count	6	1	3	2	1	4	17
		% within Union or non-union firm	35.3%	5.9%	17.6%	11.8%	5.9%	23.5%	100.0%
		% within Indicate work representative if a problem arose at work	100.0%	50.0%	37.5%	100.0%	11.1%	100.0%	54.8%
		% of Total	19.4%	3.2%	9.7%	6.5%	3.2%	12.9%	54.8%
	Union firm	Count		1	5		8		14
		% within Union or non-union firm		7.1%	35.7%		57.1%		100.0%
		% within Indicate work representative if a problem arose at work		50.0%	62.5%		88.9%		45.2%
		% of Total		3.2%	16.1%		25.8%		45.2%
Total		Count	6	2	8	2	9	4	31
		% within Union or non-union firm	19.4%	6.5%	25.8%	6.5%	29.0%	12.9%	100.0%
		% within Indicate work representative if a problem arose at work	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	19.4%	6.5%	25.8%	6.5%	29.0%	12.9%	100.0%

Figure 27. Histogram: Pilot Study of Representation if Problems at Work For Dublin Non-union and Union IT Workers



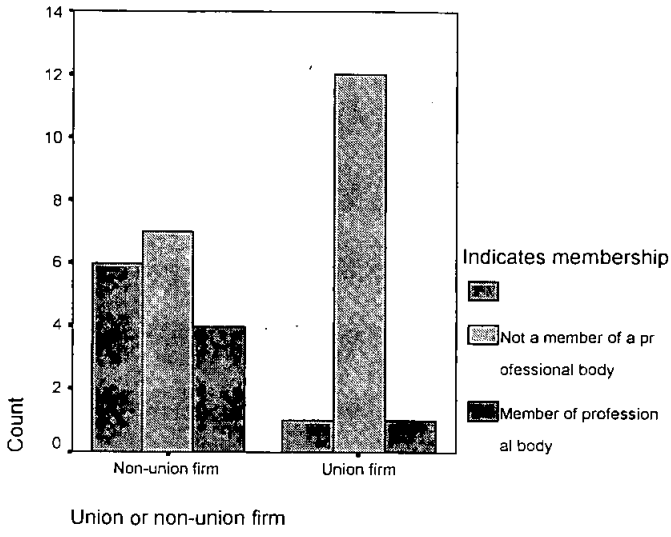
Q12a How important is professional development to you: Are you a member of a professional body (please list in full)

Table 44. Crosstabulation: Importance of professional development

Union or non-union firm * Indicates membership of a professional body Crosstabulation

			Indicates membership of a professional body			
			Not a member of a professional body	Member of professional body		Total
Union or non-union firm	Non-union firm	Count	7	4	6	17
		% within Union or non-union firm	41.2%	23.5%	35.3%	100.0%
		% within Indicates membership of a professional body	36.8%	80.0%	85.7%	54.8%
		% of Total	22.6%	12.9%	19.4%	54.8%
	Union firm	Count	12	1	1	14
		% within Union or non-union firm	85.7%	7.1%	7.1%	100.0%
		% within Indicates membership of a professional body	63.2%	20.0%	14.3%	45.2%
		% of Total	38.7%	3.2%	3.2%	45.2%
Total		Count	19	5	7	31
		% within Union or non-union firm	61.3%	16.1%	22.6%	100.0%
		% within Indicates membership of a professional body	100.0%	100.0%	100.0%	100.0%
		% of Total	61.3%	16.1%	22.6%	100.0%

Figure 28. Histogram Pilot Study of Membership of Professional Organisations For Dublin Non-union and Union IT Workers



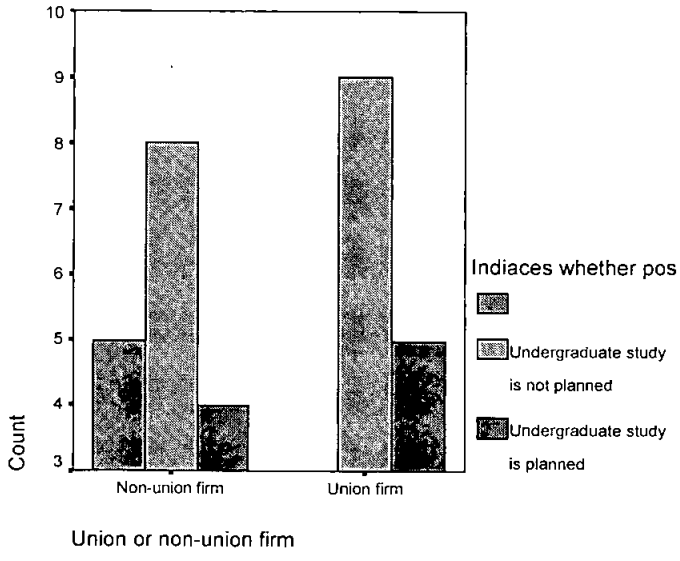
QT2b. Are you undertaking (or plan to undertake) postgraduate study?

Table 45. Crosstabulation: Undertaking postgraduate study

Union or non-union firm * Indiaces whether postgraduate study is being undertaken or planned Crosstabulation

			Indiaces whether postgraduate study is being undertaken or planned			
			Undergraduate study is not planned	Undergraduate study is planned		Total
Union or non-union firm	Non-union firm	Count	8	4	5	17
		% within Union or non-union firm	47.1%	23.5%	29.4%	100.0%
		% within Indiaces whether postgraduate study is being undertaken or planned	47.1%	44.4%	100.0%	54.8%
		% of Total	25.8%	12.9%	16.1%	54.8%
	Union firm	Count	9	5		14
		% within Union or non-union firm	64.3%	35.7%		100.0%
		% within Indiaces whether postgraduate study is being undertaken or planned	52.9%	55.6%		45.2%
		% of Total	29.0%	16.1%		45.2%
Total		Count	17	9	5	31
		% within Union or non-union firm	54.8%	29.0%	16.1%	100.0%
		% within Indiaces whether postgraduate study is being undertaken or planned	100.0%	100.0%	100.0%	100.0%
		% of Total	54.8%	29.0%	16.1%	100.0%

Figure 29. Histogram: Pilot Study of Plan for Post Graduate Study For Dublin Non-union and Union IT Workers



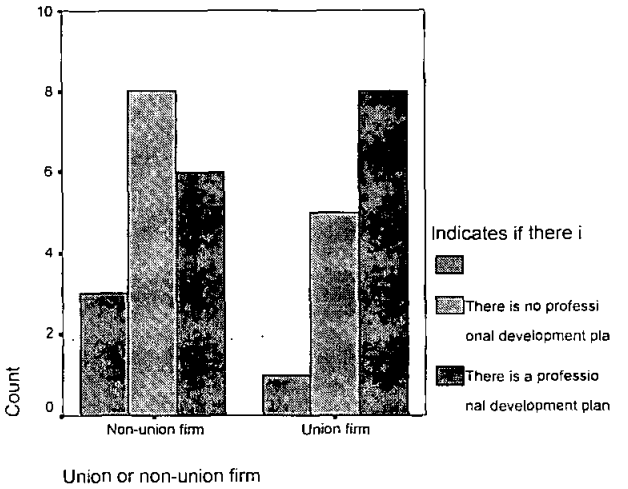
Q12c. Do you have a professional development plan?

Table 46. Crosstabulation: Professional development plan

Union or non-union firm * Indicates if there is a professional development plan Crosstabulation

			Indicates if there is a professional development plan			
			There is no professional development plan	There is a professional development plan		Total
Union or non-union firm	Non-union firm	Count	8	6	3	17
		% within Union or non-union firm	47.1%	35.3%	17.6%	100.0%
		% within Indicates if there is a professional development plan	61.5%	42.9%	75.0%	54.8%
		% of Total	25.8%	19.4%	9.7%	54.8%
	Union firm	Count	5	8	1	14
		% within Union or non-union firm	35.7%	57.1%	7.1%	100.0%
		% within Indicates if there is a professional development plan	38.5%	57.1%	25.0%	45.2%
		% of Total	16.1%	25.8%	3.2%	45.2%
Total		Count	13	14	4	31
		% within Union or non-union firm	41.9%	45.2%	12.9%	100.0%
		% within Indicates if there is a professional development plan	100.0%	100.0%	100.0%	100.0%
		% of Total	41.9%	45.2%	12.9%	100.0%

Figure 30. Histogram: Pilot Study of Professional Development Plan For Dublin Non-union and Union IT Workers



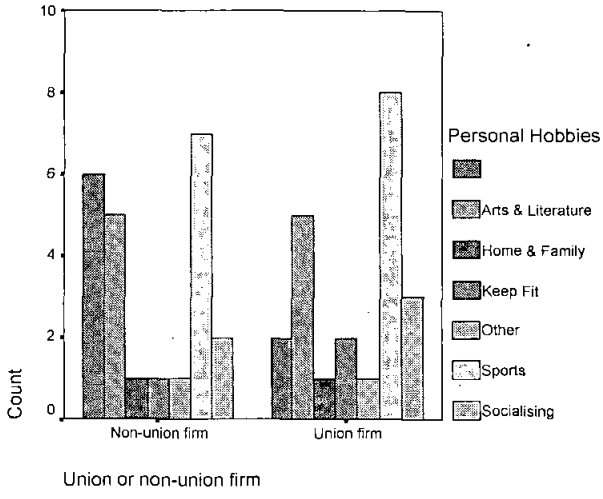
Q13a. How important is personal development to you: What are your regular hobbies/ pass-times?

Table 47. Crosstabulation: Personal development

Union or non-union firm * Personal Hobbies Crosstabulation

			Personal Hobbies							Total
			Arts & Literature	Home & Family	Keep Fit	Other	Sports	Socialising		
Union or non-uni firm	Non-union fir	Count	5	1	1	1	7	2	6	23
		% within Union non-union firm	21.7%	4.3%	4.3%	4.3%	30.4%	8.7%	26.1%	100.0%
		% within Perso Hobbies	50.0%	50.0%	33.3%	50.0%	46.7%	40.0%	75.0%	51.1%
		% of Total	11.1%	2.2%	2.2%	2.2%	15.6%	4.4%	13.3%	51.1%
	Union firm	Count	5	1	2	1	8	3	2	22
		% within Union non-union firm	22.7%	4.5%	9.1%	4.5%	36.4%	13.6%	9.1%	100.0%
		% within Perso Hobbies	50.0%	50.0%	66.7%	50.0%	53.3%	60.0%	25.0%	48.9%
		% of Total	11.1%	2.2%	4.4%	2.2%	17.8%	6.7%	4.4%	48.9%
Total		Count	10	2	3	2	15	5	8	45
		% within Union non-union firm	22.2%	4.4%	6.7%	4.4%	33.3%	11.1%	17.8%	100.0%
		% within Perso Hobbies	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	22.2%	4.4%	6.7%	4.4%	33.3%	11.1%	17.8%	100.0%

Figure 31. Histogram: Pilot Study of Personal Development and Hobbies For Dublin Non-union and Union IT Workers



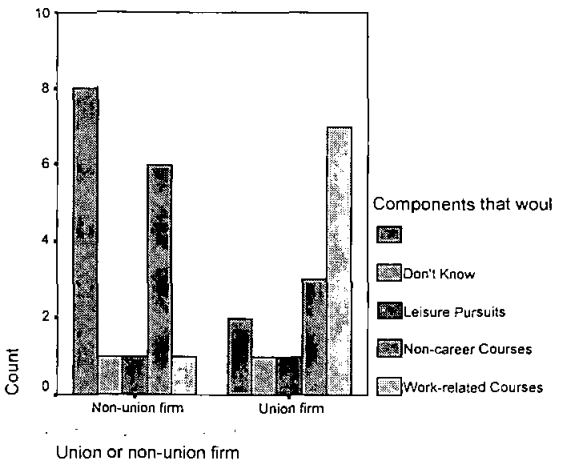
Q13b. What components (themes) would you include in a personal development plan?

Table 48. Crosstabulation: Components in a personal development plan

*Union or non-union firm * Components that would be included in a personal development plan Crosstabulation*

			Components that would be included in a personal development plan					
			Don't Know	Leisure Pursuits	Non-career Courses	Work-related Courses		Total
n-union firm	Non-union firm	Count	1	1	6	1	8	17
		% within Union or non-union firm	5.9%	5.9%	35.3%	5.9%	47.1%	100.0%
		% within Components that would be included in a personal development plan	50.0%	50.0%	66.7%	12.5%	80.0%	54.8%
		% of Total	3.2%	3.2%	19.4%	3.2%	25.8%	54.8%
	Union firm	Count	1	1	3	7	2	14
		% within Union or non-union firm	7.1%	7.1%	21.4%	50.0%	14.3%	100.0%
		% within Components that would be included in a personal development plan	50.0%	50.0%	33.3%	87.5%	20.0%	45.2%
		% of Total	3.2%	3.2%	9.7%	22.6%	6.5%	45.2%
Total		Count	2	2	9	8	10	31
		% within Union or non-union firm	6.5%	6.5%	29.0%	25.8%	32.3%	100.0%
		% within Components that would be included in a personal development plan	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	6.5%	6.5%	29.0%	25.8%	32.3%	100.0%

Figure 32. Histogram: Pilot Study of Personal Development Plan For Dublin Non-union and Union IT Workers



Q15. How many hours do you spend at work per week, taking an approximate average over the last three months? 30-34, 35-39, 40-44, 45-49, 50-54, 55-59, 60-64+?

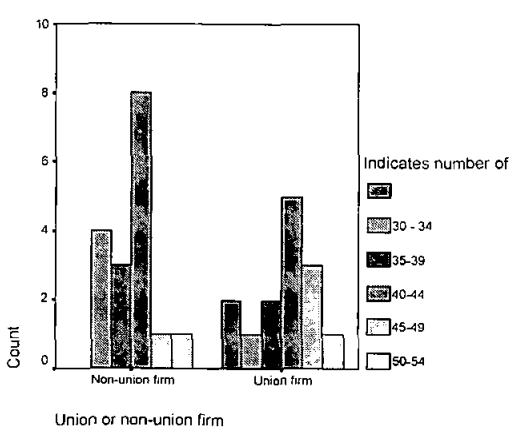
Table 49. Crosstabulation: Hours worked per week

Union or non-union firm * Indicates number of hours worked each week Crosstabulation

			Indicates number of hours worked each week						Total
			30 - 34	35-39	40-44	45-49	50-54		
Union or non-union firm	Non-union firm	Count	4	3	8	1	1		17
		% within Union or non-union firm	23.5%	17.6%	47.1%	5.9%	5.9%		100.0%
		% within Indicates number of hours worked each wee	80.0%	60.0%	61.5%	25.0%	50.0%		54.8%
		% of Total	12.9%	9.7%	25.8%	3.2%	3.2%		54.8%
	Union firm	Count	1	2	5	3	1	2	14
		% within Union or non-union firm	7.1%	14.3%	35.7%	21.4%	7.1%	14.3%	100.0%
		% within Indicates number of hours worked each wee	20.0%	40.0%	38.5%	75.0%	50.0%	100.0%	45.2%
		% of Total	3.2%	6.5%	16.1%	9.7%	3.2%	6.5%	45.2%
Total		Count	5	5	13	4	2	2	31
		% within Union or non-union firm	16.1%	16.1%	41.9%	12.9%	6.5%	6.5%	100.0%
		% within Indicates number of hours worked each wee	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	16.1%	16.1%	41.9%	12.9%	6.5%	6.5%	100.0%

Figure 33. Histogram: Pilot Study of Hours Worked

For Dublin Non-union and Union IT Workers



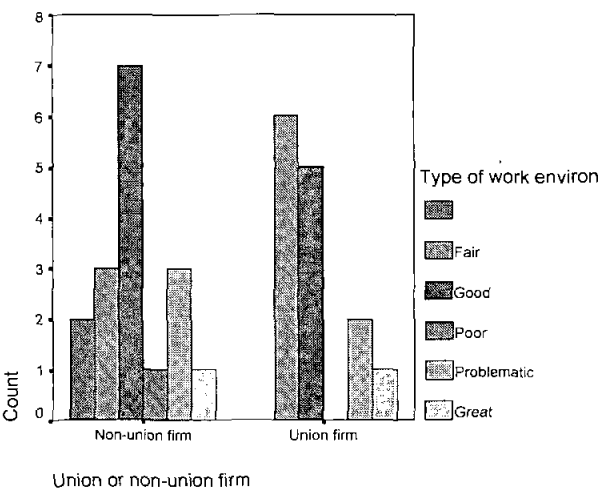
Q16. How would you describe your work environment?

Table 50. Crosstabulation: Type of environment

Union or non-union firm * Type of work environment Crosstabulation

			Type of work environment						Total
			Fair	Good	Poor	Problematic	Great		
Union or non-union firm	Non-union firm	Count	3	7	1	3	1	2	17
		% within Union or non-union firm	17.6%	41.2%	5.9%	17.6%	5.9%	11.8%	100.0%
		% within Type of work environment	33.3%	58.3%	100.0%	60.0%	50.0%	100.0%	54.8%
		% of Total	9.7%	22.6%	3.2%	9.7%	3.2%	6.5%	54.8%
	Union firm	Count	6	5		2	1		14
		% within Union or non-union firm	42.9%	35.7%		14.3%	7.1%		100.0%
		% within Type of work environment	66.7%	41.7%		40.0%	50.0%		45.2%
		% of Total	19.4%	16.1%		6.5%	3.2%		45.2%
Total		Count	9	12	1	5	2	2	31
		% within Union or non-union firm	29.0%	38.7%	3.2%	16.1%	6.5%	6.5%	100.0%
		% within Type of work environment	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	29.0%	38.7%	3.2%	16.1%	6.5%	6.5%	100.0%

Figure 34. Pilot Study of Work Environment for Dublin Non-union and Union IT Workers



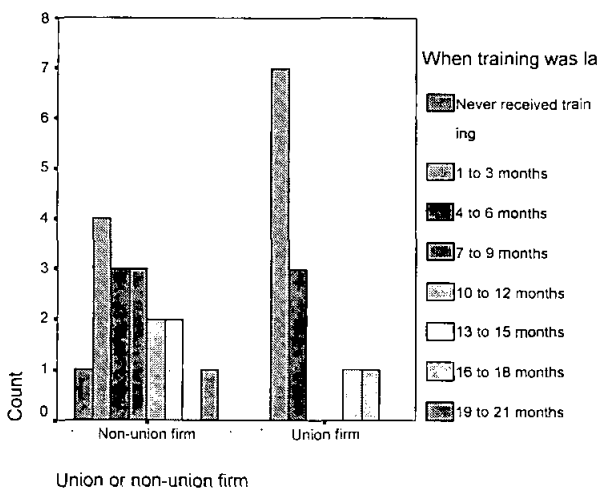
Q17. When did you last receive training at work for new skills that are required as part of your job? Never received Training, 0 to 3 months ago, 4 to 6 months ago, 7 to 9 months ago, 10 to 12 months ago, 13 to 15 months ago, 16 to 18 months ago, and 18+ months ago.

Table 51. Crosstabulation: When training was last received

Union or non-union firm * When training was last received Crosstabulation

			When training was last received								
			Never received training	to 3 months	to 6 months	to 9 months	10 to 12 months	13 to 15 months	16 to 18 months	19 to 21 months	Total
Union or non-un	Non-union fi	Count	1	4	3	3	2	2		1	16
firm		% within Union or non-union firm	6.3%	25.0%	18.8%	18.8%	12.5%	12.5%		6.3%	100.0%
		% within When tra was last received	100.0%	36.4%	50.0%	100.0%	100.0%	66.7%		100.0%	57.1%
		% of Total	3.6%	14.3%	10.7%	10.7%	7.1%	7.1%		3.6%	57.1%
	Union firm	Count		7	3			1	1		12
		% within Union or non-union firm		58.3%	25.0%			8.3%	8.3%		100.0%
		% within When tra was last received		63.6%	50.0%			33.3%	100.0%		42.9%
		% of Total		25.0%	10.7%			3.6%	3.6%		42.9%
Total		Count	1	11	6	3	2	3	1	1	28
		% within Union or non-union firm	3.6%	39.3%	21.4%	10.7%	7.1%	10.7%	3.6%	3.6%	100.0%
		% within When tra was last received	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	3.6%	39.3%	21.4%	10.7%	7.1%	10.7%	3.6%	3.6%	100.0%

Figure 35. Histogram Pilot Study Showing when Training was Last Received For Dublin Non-union and Union IT Workers



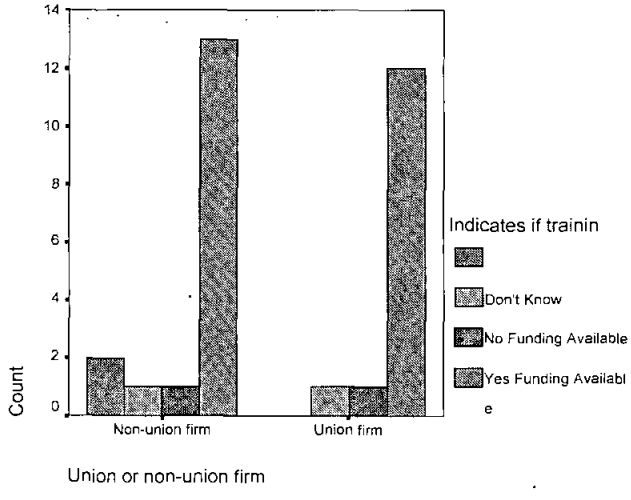
Q18. If you wish to pursue training or further qualifications is this funded by your organisation?

Table 52: Crosstabulation: Inidicates if training is funded

Union or non-union firm * Indicates if training is funded Crosstabulation

			Indicates if training is funded				
			Don't Know	No Funding Available	Yes Funding Available		Total
Union or non-union firm	Non-union firm	Count	1	1	13	2	17
		% within Union or non-union firm	5.9%	5.9%	76.5%	11.8%	100.0%
		% within Indicates if training is funded	50.0%	50.0%	52.0%	100.0%	54.8%
		% of Total	3.2%	3.2%	41.9%	6.5%	54.8%
	Union firm	Count	1	1	12		14
		% within Union or non-union firm	7.1%	7.1%	85.7%		100.0%
		% within Indicates if training is funded	50.0%	50.0%	48.0%		45.2%
		% of Total	3.2%	3.2%	38.7%		45.2%
Total		Count	2	2	25	2	31
		% within Union or non-union firm	6.5%	6.5%	80.6%	6.5%	100.0%
		% within Indicates if training is funded	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	6.5%	6.5%	80.6%	6.5%	100.0%

Figure 36. Pilot Study of Funding Available for Training For Dublin Non-union and Union IT Workers



Appendix N

Analysis of Preliminary Results for Professional and Personal Comparative Study of IT Workers in Dublin Ireland, and Silicon valley, Californina, USA

Question 1. Please tick your gender. Male or Female

Table 53. Crosstabulations: Case Processing Summary for Gender

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Place where survey was carried out * Gender of worker	37	100.0%	0	.0%	37	100.0%

Table 54. Crosstabulations: Place where survey was carried out with gender

Place where survey was carried out * Gender of worker Crosstabulation

			Gender of worker		
			F	M	Total
Place where survey was carried out	Silicon Valley	Count	3	12	15
		% within Place where survey was carried out	20.0%	80.0%	100.0%
		% within Gender of worker	33.3%	42.9%	40.5%
		% of Total	8.1%	32.4%	40.5%
	Dublin	Count	6	16	22
		% within Place where survey was carried out	27.3%	72.7%	100.0%
		% within Gender of worker	66.7%	57.1%	59.5%
		% of Total	16.2%	43.2%	59.5%
Total		Count	9	28	37
		% within Place where survey was carried out	24.3%	75.7%	100.0%
		% within Gender of worker	100.0%	100.0%	100.0%
		% of Total	24.3%	75.7%	100.0%

Figure 37. Histogram: Gender

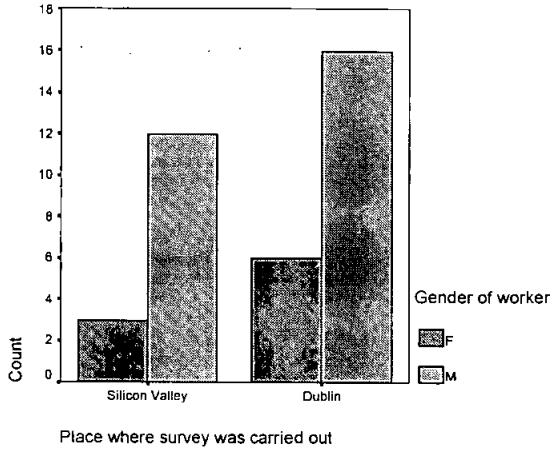


Table 55. Frequencies: Statistics for Gender

Statistics

		Place where survey was carried out	Gender of worker
N	Valid	37	37
	Missing	0	0
Mean		1.59	
Median		2.00	
Mode		2	
Std. Deviation		.50	
Variance		.25	
Range		1	
Minimum		1	
Maximum		2	
Sum		59	

Table 56. Frequencies: Place where survey was carried out with gender

Place where survey was carried out

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Silicon Valley	15	40.5	40.5	40.5
	Dublin	22	59.5	59.5	100.0
	Total	37	100.0	100.0	

Table 57. Frequencies: Gender of worker

Gender of worker

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	F	9	24.3	24.3	24.3
	M	28	75.7	75.7	100.0
	Total	37	100.0	100.0	

Both Silicon Valley and Dublin respondents report a large majority of male IT workers. Silicon Valley respondents report 80 percent males, and 20 percent females. Dublin respondents report 72.7 percent males, and 27.3 percent females. Thus females are reported as being very underrepresented among IT respondents in both locations.

Question 2. Which of the following best describes your current position? (Program Manager, Hardware/Software Engineer, Developer/Programmer, Customer Support/Documentation).

Table 58. Frequencies: Combined Dublin and Silicon Valley

Statistics

		Place where survey was carried out	Job title
N	Valid	37	37
	Missing	0	0
Mean		1.59	2.62
Median		2.00	3.00
Mode		2	4
Std. Deviation		.50	1.21
Variance		.25	1.46
Range		1	3
Minimum		1	1
Maximum		2	4
Sum		59	97

Table 59. Crosstabulations: Case Processing Summary

Case Processing Summary

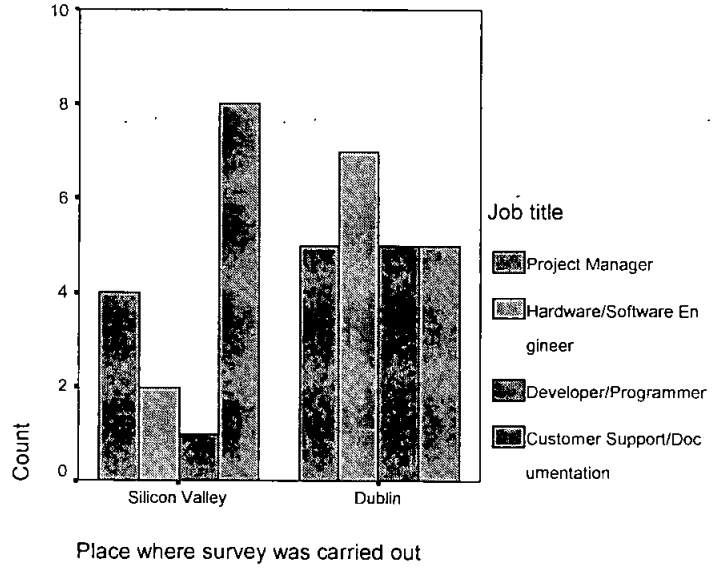
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Place where survey was carried out * Job title	37	100.0%	0	.0%	37	100.0%

Table 60. Crosstabulations: Place where survey was carried out with Job Title

Place where survey was carried out * Job title Crosstabulation

			Job title				
			Project Manager	Hardware /Software Engineer	Developer/Programmer	Customer Support/Documentation	Total
Place where survey was carried out	Silicon Valley	Count	4	2	1	8	15
		% within Place where survey was carried ou	26.7%	13.3%	6.7%	53.3%	100.0%
		% within Job title	44.4%	22.2%	16.7%	61.5%	40.5%
		% of Total	10.8%	5.4%	2.7%	21.6%	40.5%
	Dublin	Count	5	7	5	5	22
		% within Place where survey was carried ou	22.7%	31.8%	22.7%	22.7%	100.0%
		% within Job title	55.6%	77.8%	83.3%	38.5%	59.5%
		% of Total	13.5%	18.9%	13.5%	13.5%	59.5%
Total		Count	9	9	6	13	37
		% within Place where survey was carried ou	24.3%	24.3%	16.2%	35.1%	100.0%
		% within Job title	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	24.3%	24.3%	16.2%	35.1%	100.0%

Figure 38. Histogram: Job Title



Job descriptions are more evenly dispersed among Dublin respondents, compared to Silicon Valley respondents. Dublin respondents report 31.8 per cent of engineers, 22.7 per cent of project mangers, 22.7 per cent of developers/programmers, and 22.7 per cent of customer support/documentation.

Silicon Valley respondents present a very different picture, with a majority of 53.3 per cent of customer support/documentation, 26.7 per cent of project managers, and then only 13.3 per cent of engineers, and 6.7 per cent of developers/programmers.

Question 3. What is your highest level of education? Primary, Secondary/High School, Third Level Cert, Third Level Dip, Third Level Degree, Post Graduate. If other please give details.

Table 61. Crosstabulation: Case Processing Summary for Education level

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Place where survey was carried out * Level of education	36	97.3%	1	2.7%	37	100.0%

Table 62. Crosstabulation: Place where survey was carried out with Level of Education

Place where survey was carried out * Level of education Crosstabulation

			Level of education					
			Secondary/High School	Third Level (Cert)	Third Level (Dip)	Third Level (Degree)	Post Graduate	Total
Place where survey was carried out	Silicon Valley	Count		1	1	6	7	15
		% within Place where survey was carried		6.7%	6.7%	40.0%	46.7%	100.0%
		% within Level of education		16.7%	50.0%	40.0%	58.3%	41.7%
		% of Total		2.8%	2.8%	16.7%	19.4%	41.7%
	Dublin	Count	1	5	1	9	5	21
		% within Place where survey was carried	4.8%	23.8%	4.8%	42.9%	23.8%	100.0%
		% within Level of education	100.0%	83.3%	50.0%	60.0%	41.7%	58.3%
		% of Total	2.8%	13.9%	2.8%	25.0%	13.9%	58.3%
Total		Count	1	6	2	15	12	36
		% within Place where survey was carried	2.8%	16.7%	5.6%	41.7%	33.3%	100.0%
		% within Level of education	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	2.8%	16.7%	5.6%	41.7%	33.3%	100.0%

Table 63. Statistics for Level of Education

Statistics

		Place where survey was carried out	Level of education
N	Valid	37	36
	Missing	0	1
Mean		1.59	4.86
Median		2.00	5.00
Mode		2	5
Std. Deviation		.50	1.15
Variance		.25	1.32
Range		1	4
Minimum		1	2
Maximum		2	6
Sum		59	175

Table 64. Crosstabulation: Place where survey was carried out with Level of Education

Place where survey was carried out

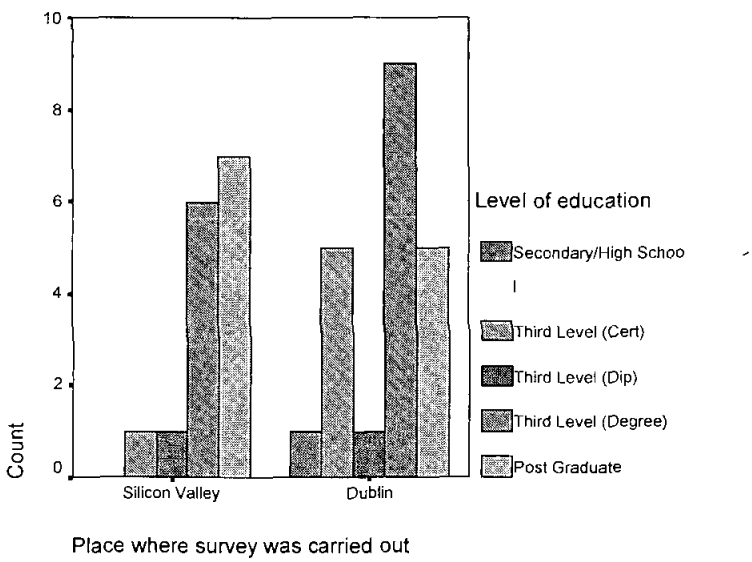
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Silicon Valley	15	40.5	40.5	40.5
	Dublin	22	59.5	59.5	100.0
	Total	37	100.0	100.0	

Table 65. Crosstabulation: Level of Education

Level of education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Secondary/High School	1	2.7	2.8	2.8
	Third Level (Cert)	6	16.2	16.7	19.4
	Third Level (Dip)	2	5.4	5.6	25.0
	Third Level (Degree)	15	40.5	41.7	66.7
	Post Graduate	12	32.4	33.3	100.0
	Total	36	97.3	100.0	
Missing	System	1	2.7		
Total		37	100.0		

Figure 39. Histogram: Level of education



In terms of level of education, Silicon Valley respondents reported the highest level of workers with post-graduate qualifications (46.7%), followed by a high level of degrees (40%). Third level diplomas accounted for 6.7 percent of workers' qualifications, and third level certificates accounted for a further 6.7 percent. No secondary/high school level of education was reported. Overall, 86.7 per cent reported having at least a third level degree qualification.

Dublin respondents reported the highest level of degrees (42.9 per cent), followed by post graduate qualifications (23.8 per cent), third level certificates (23.8 per cent), third level diplomas (4.7 per cent), and secondary/high school (4.8 per cent). Overall, 66.7 percent reported having at least a third level degree qualification, compared with a much higher level of 86.7 percent of Silicon Valley respondents.

Question 4. Taking your knowledge/skill base on graduation as 100%, please indicate what is your current knowledge/skill level in each subject listed? (A value of more than 100% indicates new knowledge/skills acquired, while a value of less than 100% indicates that part of your knowledge acquired is not relevant to your professional work).

Skill/Knowledge Area	%	Skill/Knowledge Area	%
Algorithms & Data Structures		Physics	
Architecture		Electronics	
Artificial Intelligence & Robotics		Control Theory	
Database & Information Retrieval		Communications Hardware	
Human Computer Interaction		Management Information Systems	
Numerical & Symbolical Computing		Decision Support Systems	
Operating Systems		Business Subjects	
Programming Languages		Numerical Analysis	
Software Methodology/Engineering		Statistics	
Networks		Operations Research	
Logic		Signal Processing	
Discrete Mathematics		Computational Linguistics	
Automata Theory		Machine Translation	
Cryptography			

The frequency table and histogram below show the number of responses from Silicon Valley and Dublin (combined frequencies) that were received.

Table 66. Frequencies of Skills/Knowledge area

Place where survey was carried out

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Silicon Valley	15	40.5	40.5	40.5
	Dublin	22	59.5	59.5	100.0
	Total	37	100.0	100.0	

Figure 40. Frequency Chart: Skill/Knowledge area

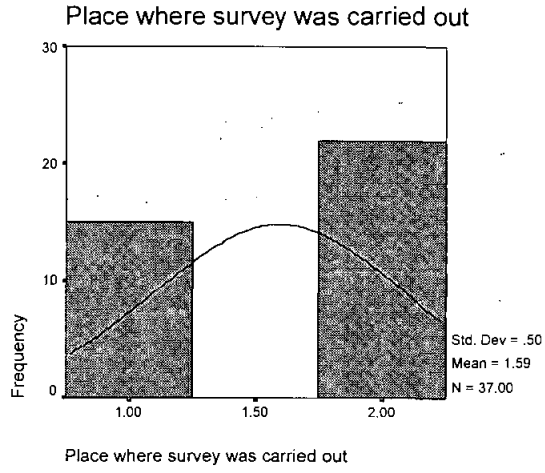


Table 67. Table showing Standard Deviation, Mean, Median and Variance for Skill/Knowledge area (combined Dublin and Silicon Valley frequencies)

Skill/Knowledge	Standard Deviation	Mean	Median	Variance
Algorithms and Data Structures	91.11	92.03	100	8300.64
Architecture	78.05	93.92	100	6091.85
Artificial Intelligence & Robotics	53.52	39.36	15	2864.41
Database & Information Retrieval	91.40	113.65	100	8353.07
Human Computer Interaction	79.02	75.41	75	6243.58
Numerical & Symbolical Computing	57.29	56.57	50	3282.02
Operating Systems	80.62	118.24	100	6498.91
Programming Languages	95.2	127.62	110	9062.35
Software Methodology/Engineering	92.25	105.81	100	8510.44
Networks	81.41	132.97	130	6627.03
Logic	74.78	95.41	100	5592.19
Discrete Mathematics	52.37	47.46	50	2742.70
Automata Theory	50.38	31.49	0	2538.43
Cryptography	67.01	57.22	50	4490.34
Physics	91.42	53.38	30	8358.41
Electronics	59.20	64.86	65	3504.98
Control Theory	49.43	32.23	3	2443.53
Communications Hardware	77.14	90.81	100	5950.71
Management Information	65.01	97.59	100	4226.08

Systems				
Decision Support Systems	69.18	64.50	50	4785.29
Business Subjects	103.6	90	100	10733.33
Numerical Analysis	73.30	62.22	50	5373.49
Statistics	62.28	61.17	77.50	3879.00
Operations Research	55.32	48.46	50	3060.31
Signal Processing	53.29	35.29	0	2833.74
Computational Linguistics	47.38	35.06	20	2244.53
Machine Translation	42.65	39.39	17.5	1819.33

From the table above, very high levels of standard deviation (from 50.38 to 103.6) occur in 24 out of 27 responses to the skills/knowledge question. Thus data is not clustered near to the mean and in many cases data can be found at the extremities. A large level of variance is also discernible in each of the 24 cases where standard deviation is high.

Standard deviation is below 50 in just three cases: Control Theory (49.43) and machine translation (42.65), and Computational Linguistics (47.65).

This question measured the current level of knowledge or skill of Silicon Valley and Dublin respondents for each skill listed, taking an initial level of 100% for each skill at graduation. An analysis of the responses received, particularly the standard deviation and variance figures in 24 cases, indicate a very large level of variance between current skill levels of respondents in Silicon Valley, California, and Dublin, Ireland.

A breakdown of the statistics for each skill/knowledge area is given below, along with histograms showing standard deviation and data distribution.

Algorithms and Data Structures

Table 68. Statistics: Skills level for Algorithms and Data Structures

Statistics

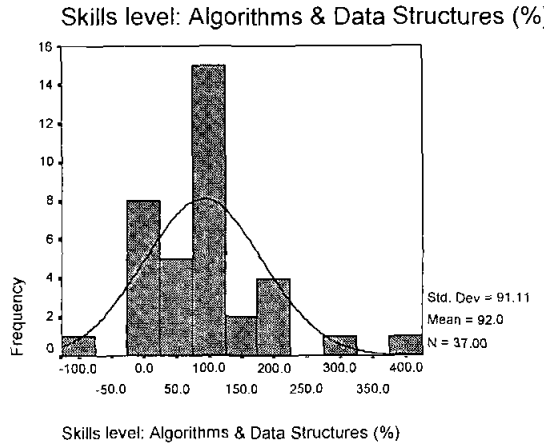
		Place where survey was carried out	Skills level: Algorithms & Data Structures (%)
N	Valid	37	37
	Missing	0	0
Mean		1.59	92.03
Median		2.00	100.00
Std. Deviation		.50	91.11
Variance		.25	8300.64

Table 69. Frequencies: Skills level for Algorithms and Data Structures

Skills level: Algorithms & Data Structures (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.7	2.7
	0	6	16.2	16.2	18.9
	5	1	2.7	2.7	21.6
	20	1	2.7	2.7	24.3
	40	1	2.7	2.7	27.0
	50	4	10.8	10.8	37.8
	75	1	2.7	2.7	40.5
	80	3	8.1	8.1	48.6
	100	7	18.9	18.9	67.6
	110	1	2.7	2.7	70.3
	120	3	8.1	8.1	78.4
	130	1	2.7	2.7	81.1
	150	1	2.7	2.7	83.8
	175	1	2.7	2.7	86.5
	200	3	8.1	8.1	94.6
	300	1	2.7	2.7	97.3
	400	1	2.7	2.7	100.0
	Total	37	100.0	100.0	

Table 70. Histogram: Skills level for Algorithms and Data Structures



Skills level: Algorithms & Data Structures (%)

Architecture

Table 71. Statistics: Skills level for Architecture

Statistics

		Place where survey was carried out	Skills level: Architecture (%)
N	Valid	37	37
	Missing	0	0
Mean		1.59	93.92
Median		2.00	100.00
Std. Deviation		.50	78.05
Variance		.25	6091.85

Table 72. Frequencies: Skills level for Architecture

Skills level: Architecture (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.7	2.7
	0	4	10.8	10.8	13.5
	5	1	2.7	2.7	16.2
	20	1	2.7	2.7	18.9
	30	1	2.7	2.7	21.6
	40	1	2.7	2.7	24.3
	50	5	13.5	13.5	37.8
	75	1	2.7	2.7	40.5
	80	2	5.4	5.4	45.9
	90	1	2.7	2.7	48.6
	100	3	8.1	8.1	56.8
	110	2	5.4	5.4	62.2
	115	1	2.7	2.7	64.9
	120	3	8.1	8.1	73.0
	150	3	8.1	8.1	81.1
	160	1	2.7	2.7	83.8
	200	5	13.5	13.5	97.3
	300	1	2.7	2.7	100.0
	Total	37	100.0	100.0	

Figure 41. Histogram: Skills level for Architecture

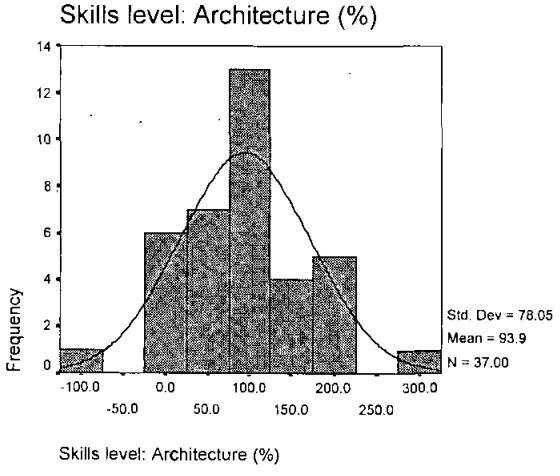


Table 73. Statistics: Skills level for Artificial Intelligence and Robotics

Statistics

		Place where survey was carried out	Skills level: Artificial Intelligence & Robotics (%)
N	Valid	37	36
	Missing	0	1
Mean		1.59	39.36
Median		2.00	15.00
Std. Deviation		.50	53.52
Variance		.25	2864.41

Table 74. Frequencies: Skills level for Artificial Intelligence and Robotics

Skills level: Artificial Intelligence & Robotics (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.8	2.8
	0	15	40.5	41.7	44.4
	2	1	2.7	2.8	47.2
	10	1	2.7	2.8	50.0
	20	1	2.7	2.8	52.8
	50	4	10.8	11.1	63.9
	60	2	5.4	5.6	69.4
	75	1	2.7	2.8	72.2
	80	1	2.7	2.8	75.0
	100	5	13.5	13.9	88.9
	110	2	5.4	5.6	94.4
	140	1	2.7	2.8	97.2
	150	1	2.7	2.8	100.0
	Total	36	97.3	100.0	
Missing	System	1	2.7		
Total		37	100.0		

Figure 42. Histogram: Skills level for Artificial Intelligence and Robotics

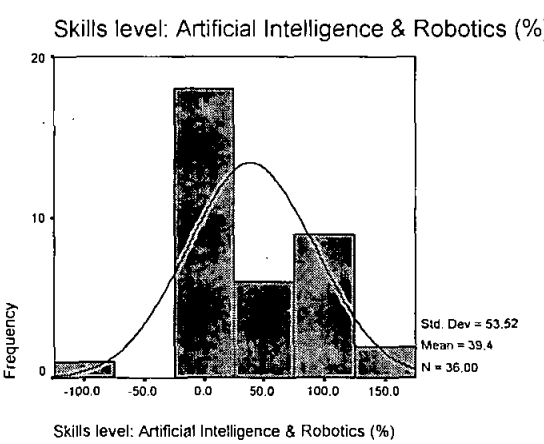


Table 75. Statistics: Skills level for Databases and Information Retrieval

Statistics

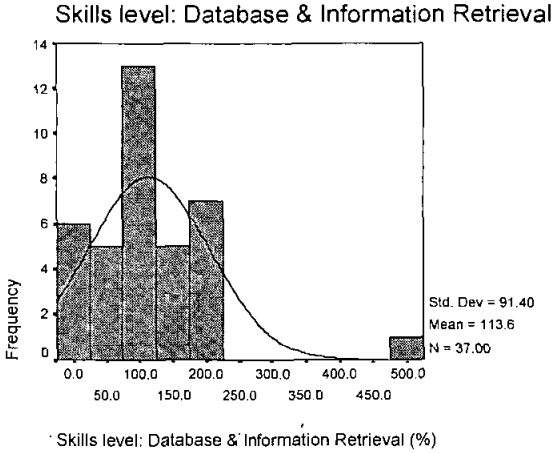
		Place where survey was carried out	Skills level: Database & Information Retrieval (%)
N	Valid	37	37
	Missing	0	0
Mean		1.59	113.65
Median		2.00	100.00
Std. Deviation		.50	91.40
Variance		.25	8353.07

Table 76. Frequencies: Skills level for Databases and Information Retrieval

Skills level: Database & Information Retrieval (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	3	8.1	8.1	8.1
	3	1	2.7	2.7	10.8
	12	1	2.7	2.7	13.5
	20	1	2.7	2.7	16.2
	30	1	2.7	2.7	18.9
	50	3	8.1	8.1	27.0
	60	1	2.7	2.7	29.7
	80	2	5.4	5.4	35.1
	90	1	2.7	2.7	37.8
	100	6	16.2	16.2	54.1
	110	1	2.7	2.7	56.8
	120	3	8.1	8.1	64.9
	125	1	2.7	2.7	67.6
	150	4	10.8	10.8	78.4
	185	1	2.7	2.7	81.1
	200	6	16.2	16.2	97.3
	500	1	2.7	2.7	100.0
	Total	37	100.0	100.0	

Figure 43. Histogram: Skills level for Databases and Information Retrieval



Human Computer Interaction

Table 77. Statistics: Skills level for Human Computer Interaction

Statistics

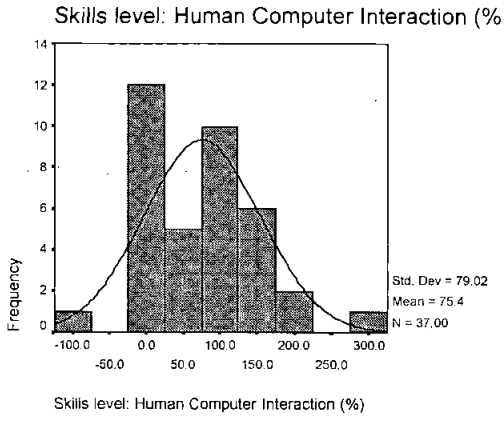
		Place where survey was carried out	Skills level: Human Computer Interaction (%)
N	Valid	37	37
	Missing	0	0
Mean		1.59	75.41
Median		2.00	75.00
Std. Deviation		.50	79.02
Variance		.25	6243.58

Table 78. Frequencies: Skills level for Human Computer Interaction

Skills level: Human Computer Interaction (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.7	2.7
	0	10	27.0	27.0	29.7
	5	1	2.7	2.7	32.4
	20	1	2.7	2.7	35.1
	30	1	2.7	2.7	37.8
	50	2	5.4	5.4	43.2
	60	2	5.4	5.4	48.6
	75	1	2.7	2.7	51.4
	80	2	5.4	5.4	56.8
	100	3	8.1	8.1	64.9
	120	4	10.8	10.8	75.7
	130	1	2.7	2.7	78.4
	150	3	8.1	8.1	86.5
	160	2	5.4	5.4	91.9
	200	2	5.4	5.4	97.3
	300	1	2.7	2.7	100.0
	Total	37	100.0	100.0	

Figure 44. Histogram: Skills level for Human Computer Interaction



Numerical & Symbolic Computing

Table 79. Statistics: Skills level for Numerical and Symbolic Computing

Statistics

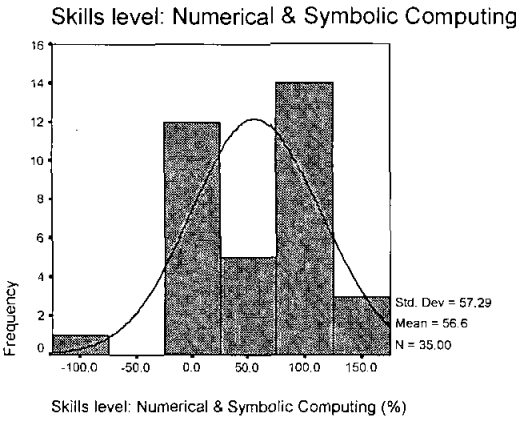
		Place where survey was carried out	Skills level: Numerical & Symbolic Computing (%)
N	Valid	37	35
	Missing	0	2
Mean		1.59	56.57
Median		2.00	50.00
Std. Deviation		.50	57.29
Variance		.25	3282.02

Table 80. Frequencies: Skills level for Numerical and Symbolic Computing

Skills level: Numerical & Symbolic Computing (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.9	2.9
	0	10	27.0	28.6	31.4
	10	1	2.7	2.9	34.3
	20	1	2.7	2.9	37.1
	50	5	13.5	14.3	51.4
	80	4	10.8	11.4	62.9
	100	9	24.3	25.7	88.6
	120	1	2.7	2.9	91.4
	150	2	5.4	5.7	97.1
	160	1	2.7	2.9	100.0
	Total	35	94.6	100.0	
Missing	System	2	5.4		
Total		37	100.0		

Figure 45. Histogram: Skills level for Numerical and Symbolic Computing



Operating Systems

Table 81. Statistics: Skills level for Operating Systems

Statistics

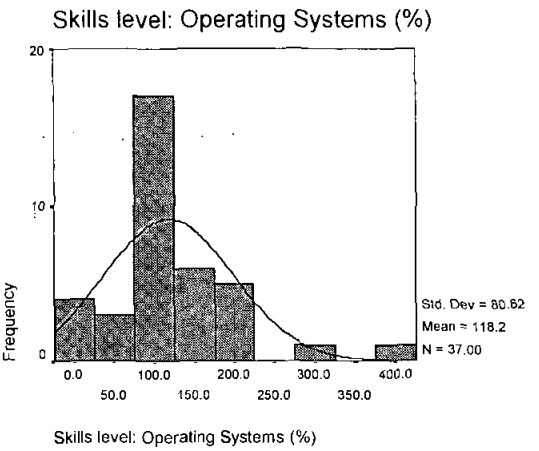
		Place where survey was carried out	Skills level: Operating Systems (%)
N	Valid	37	37
	Missing	0	0
Mean		1.59	118.24
Median		2.00	100.00
Std. Deviation		.50	80.62
Variance		.25	6498.91

Table 82. Frequencies: Skills level for Operating Systems

Skills level: Operating Systems (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	3	8.1	8.1	8.1
	5	1	2.7	2.7	10.8
	30	2	5.4	5.4	16.2
	50	1	2.7	2.7	18.9
	75	1	2.7	2.7	21.6
	80	3	8.1	8.1	29.7
	90	1	2.7	2.7	32.4
	100	8	21.6	21.6	54.1
	110	1	2.7	2.7	56.8
	120	3	8.1	8.1	64.9
	150	5	13.5	13.5	78.4
	160	1	2.7	2.7	81.1
	175	1	2.7	2.7	83.8
	200	4	10.8	10.8	94.6
	300	1	2.7	2.7	97.3
	400	1	2.7	2.7	100.0
	Total	37	100.0	100.0	

Figure 46. Histogram Skills level for Operating Systems



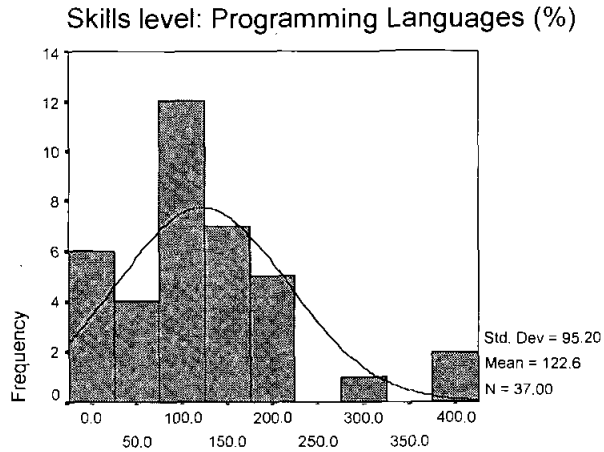
Programming Languages

Table 83. Frequencies: Skills Level for Programming Languages

Skills level: Programming Languages (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	3	8.1	8.1	8.1
	2	1	2.7	2.7	10.8
	20	2	5.4	5.4	16.2
	30	1	2.7	2.7	18.9
	50	2	5.4	5.4	24.3
	60	1	2.7	2.7	27.0
	75	1	2.7	2.7	29.7
	80	2	5.4	5.4	35.1
	100	4	10.8	10.8	45.9
	110	2	5.4	5.4	51.4
	115	1	2.7	2.7	54.1
	120	2	5.4	5.4	59.5
	140	1	2.7	2.7	62.2
	150	6	16.2	16.2	78.4
	175	1	2.7	2.7	81.1
	180	1	2.7	2.7	83.8
	200	3	8.1	8.1	91.9
	300	1	2.7	2.7	94.6
	400	2	5.4	5.4	100.0
	Total	37	100.0	100.0	

Table 84. Histogram: Skills Level for Programming Languages



Software Methodology/Engineering

Table 85. Statistics: Skills Level for Methodology/Engineering

Statistics

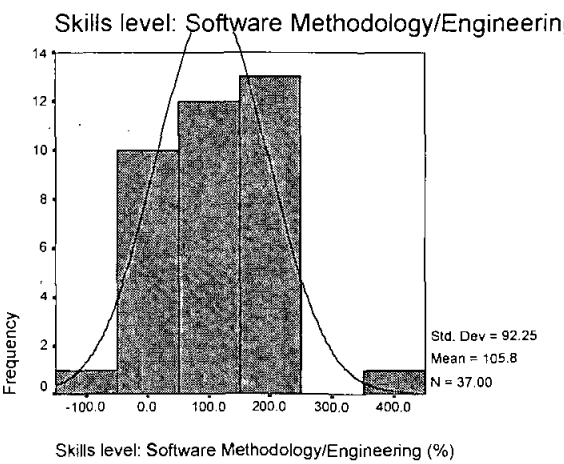
		Place where survey was carried out	Skills level: Software Methodology/Engineering (%)
N	Valid	37	37
	Missing	0	0
Mean		1.59	105.81
Median		2.00	100.00
Std. Deviation		.50	92.25
Variance		.25	8510.44

Table 86. Frequencies: Skills Level for Methodology/Engineering

Skills level: Software Methodology/Engineering (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.7	2.7
	0	4	10.8	10.8	13.5
	10	1	2.7	2.7	16.2
	20	2	5.4	5.4	21.6
	30	3	8.1	8.1	29.7
	50	3	8.1	8.1	37.8
	80	1	2.7	2.7	40.5
	100	4	10.8	10.8	51.4
	120	3	8.1	8.1	59.5
	130	1	2.7	2.7	62.2
	150	4	10.8	10.8	73.0
	175	1	2.7	2.7	75.7
	180	1	2.7	2.7	78.4
	200	7	18.9	18.9	97.3
	400	1	2.7	2.7	100.0
	Total	37	100.0	100.0	

Figure 47. Histogram: Skills Level for Methodology/Engineering



Networks

Table 87. Statistics: Skills Level for Networks

Statistics

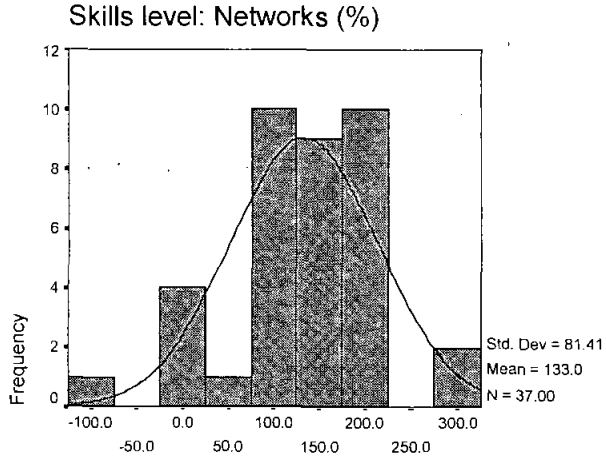
		Place where survey was carried out	Skills level: Networks (%)
N	Valid	37	37
	Missing	0	0
Mean		1.59	132.97
Median		2.00	130.00
Std. Deviation		.50	81.41
Variance		.25	6627.03

Table 88. Frequencies: Skills Level for Networks

Skills level: Networks (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.7	2.7
	0	2	5.4	5.4	8.1
	10	1	2.7	2.7	10.8
	20	1	2.7	2.7	13.5
	50	1	2.7	2.7	16.2
	80	2	5.4	5.4	21.6
	100	3	8.1	8.1	29.7
	110	3	8.1	8.1	37.8
	120	2	5.4	5.4	43.2
	130	3	8.1	8.1	51.4
	150	4	10.8	10.8	62.2
	160	2	5.4	5.4	67.6
	200	10	27.0	27.0	94.6
	300	2	5.4	5.4	100.0
	Total	37	100.0	100.0	

Figure 48. Histogram Skills Level for Networks



Logic

Table 89. Statistics: Skills Level for Logic

Statistics

		Place where survey was carried out	Skills level: Logic (%)
N	Valid	37	37
	Missing	0	0
Mean		1.59	95.41
Median		2.00	100.00
Std. Deviation		.50	74.78
Variance		.25	5592.19

Table 90. Frequencies: Skills Level for Logic

Skills level: Logic (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.7	2.7
	0	5	13.5	13.5	16.2
	10	2	5.4	5.4	21.6
	20	1	2.7	2.7	24.3
	50	2	5.4	5.4	29.7
	80	1	2.7	2.7	32.4
	100	9	24.3	24.3	56.8
	110	1	2.7	2.7	59.5
	120	4	10.8	10.8	70.3
	150	7	18.9	18.9	89.2
	170	1	2.7	2.7	91.9
	200	2	5.4	5.4	97.3
	300	1	2.7	2.7	100.0
	Total	37	100.0	100.0	

Figure 49. Histogram: Skills Level for Logic

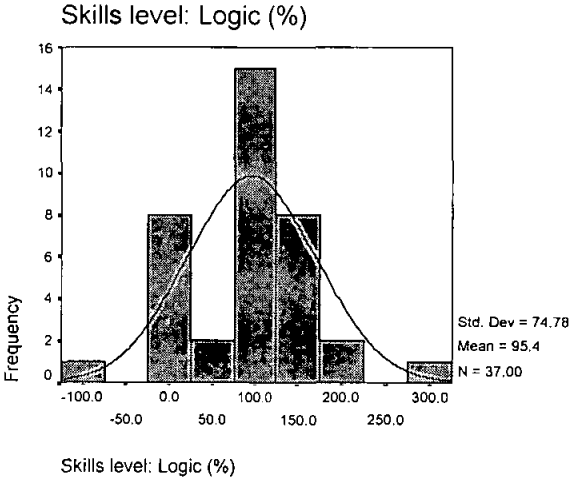


Figure 50. Statistics: Skills Level for Discrete Mathematics

Statistics

		Place where survey was carried out	Skills level: Discrete Mathematics (%)
N	Valid	37	37
	Missing	0	0
Mean		1.59	47.46
Median		2.00	50.00
Std. Deviation		.50	52.37
Variance		.25	2742.70

Table 91. Frequencies: Skills Level for Discrete Mathematics

Skills level: Discrete Mathematics (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.7	2.7
	0	10	27.0	27.0	29.7
	1	1	2.7	2.7	32.4
	5	1	2.7	2.7	35.1
	10	1	2.7	2.7	37.8
	20	3	8.1	8.1	45.9
	50	5	13.5	13.5	59.5
	80	1	2.7	2.7	62.2
	90	2	5.4	5.4	67.6
	100	9	24.3	24.3	91.9
	120	1	2.7	2.7	94.6
	125	2	5.4	5.4	100.0
	Total	37	100.0	100.0	

Figure 51. Histogram: Skills Level for Discrete Mathematics

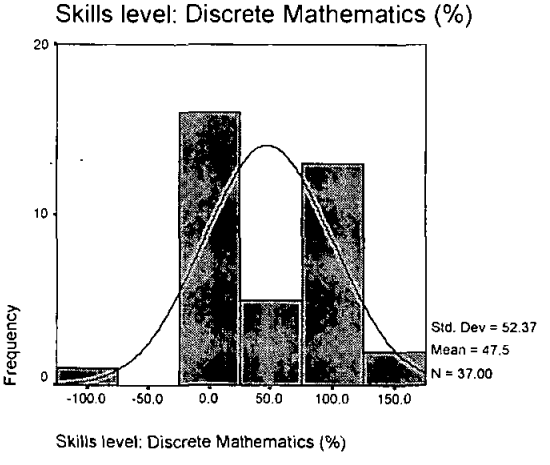


Table 92. Statistics: Skills Level for Automata Theory

Statistics

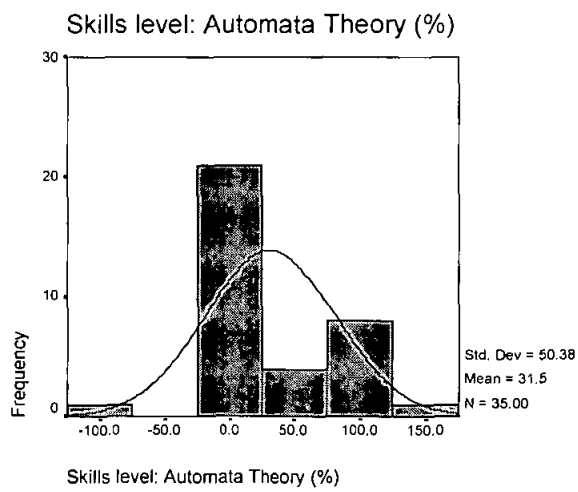
		Place where survey was carried out	Skills level: Automata Theory (%)
N	Valid	37	35
	Missing	0	2
Mean		1.59	31.49
Median		2.00	.00
Std. Deviation		.50	50.38
Variance		.25	2538.43

Table 93. Frequencies: Skills Level for Automata Theory

Skills level: Automata Theory (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.9	2.9
	0	17	45.9	48.6	51.4
	2	1	2.7	2.9	54.3
	10	1	2.7	2.9	57.1
	20	2	5.4	5.7	62.9
	50	3	8.1	8.6	71.4
	70	1	2.7	2.9	74.3
	80	1	2.7	2.9	77.1
	100	6	16.2	17.1	94.3
	120	1	2.7	2.9	97.1
	130	1	2.7	2.9	100.0
	Total	35	94.6	100.0	
Missing	System	2	5.4		
Total		37	100.0		

Figure 52. Histogram: Skills Level for Automata Theory



Cryptography

Table 94. Statistics: Skills Level for Cryptography

Statistics

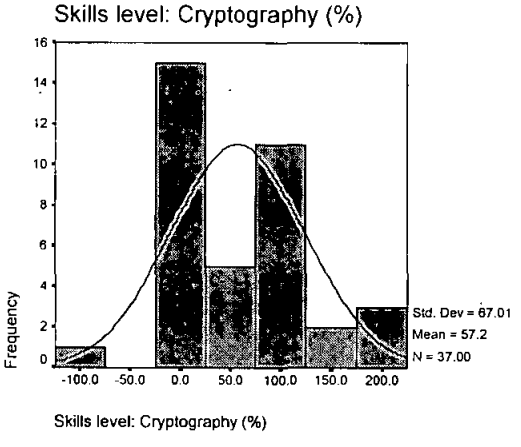
		Place where survey was carried out	Skills level: Cryptography (%)
N	Valid	37	37
	Missing	0	0
Mean		1.59	57.22
Median		2.00	50.00
Std. Deviation		.50	67.01
Variance		.25	4490.34

Table 95. Frequencies: Skills Level for Cryptography

Skills level: Cryptography (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.7	2.7
	0	13	35.1	35.1	37.8
	2	1	2.7	2.7	40.5
	20	1	2.7	2.7	43.2
	50	4	10.8	10.8	54.1
	70	1	2.7	2.7	56.8
	75	1	2.7	2.7	59.5
	90	2	5.4	5.4	64.9
	100	6	16.2	16.2	81.1
	105	1	2.7	2.7	83.8
	110	1	2.7	2.7	86.5
	125	1	2.7	2.7	89.2
	130	1	2.7	2.7	91.9
	200	3	8.1	8.1	100.0
	Total	37	100.0	100.0	

Figure 53. Histogram: Skills Level for Cryptography



Physics

Table 96. Statistics: Skills Level for Cryptography

Statistics

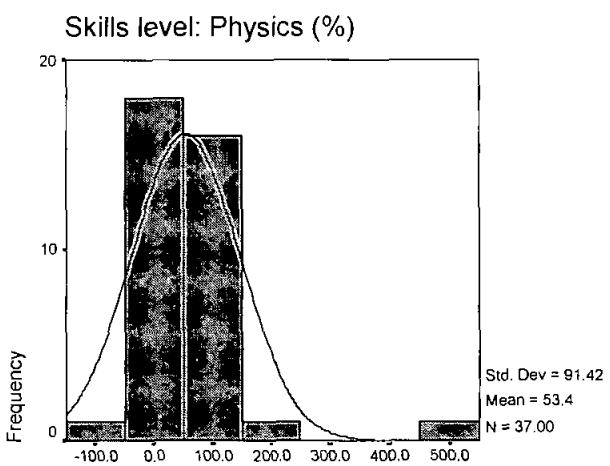
		Place where survey was carried out	Skills level: Physics (%)
N	Valid	37	37
	Missing	0	0
Mean		1.59	53.38
Median		2.00	30.00
Std. Deviation		.50	91.42
Variance		.25	8358.41

Table 97. Frequencies: Skills Level for Cryptography

Skills level: Physics (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.7	2.7
	0	13	35.1	35.1	37.8
	5	1	2.7	2.7	40.5
	10	2	5.4	5.4	45.9
	20	1	2.7	2.7	48.6
	30	1	2.7	2.7	51.4
	50	4	10.8	10.8	62.2
	80	3	8.1	8.1	70.3
	100	9	24.3	24.3	94.6
	160	1	2.7	2.7	97.3
	500	1	2.7	2.7	100.0
	Total	37	100.0	100.0	

Figure 54. Histogram: Skills Level for Physics



Skills level: Physics (%).

Electronics

Table 98. Statistics: Skills Level for Electronics

Statistics

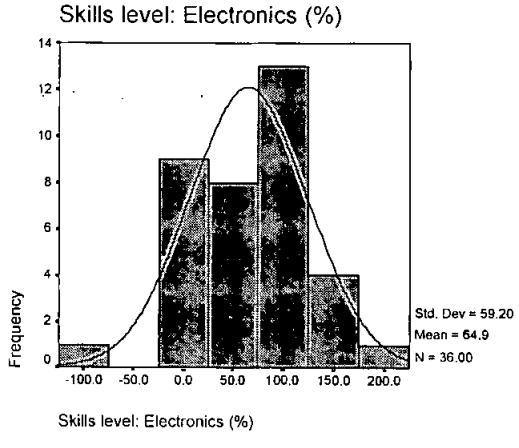
		Place where survey was carried out	Skills level: Electronics (%)
N	Valid	37	36
	Missing	0	1
Mean		1.59	64.86
Median		2.00	65.00
Std. Deviation		.50	59.20
Variance		.25	3504.98

Table 99. Frequencies: Skills Level for Electronics

Skills level: Electronics (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.8	2.8
	0	6	16.2	16.7	19.4
	10	1	2.7	2.8	22.2
	20	2	5.4	5.6	27.8
	30	1	2.7	2.8	30.6
	40	2	5.4	5.6	36.1
	50	5	13.5	13.9	50.0
	80	3	8.1	8.3	58.3
	90	1	2.7	2.8	61.1
	100	9	24.3	25.0	86.1
	125	1	2.7	2.8	88.9
	150	1	2.7	2.8	91.7
	160	2	5.4	5.6	97.2
	200	1	2.7	2.8	100.0
	Total	36	97.3	100.0	
Missing	System	1	2.7		
Total		37	100.0		

Figure 55. Histogram: Skills Level for Electronics



Control Theory

Table 100. Statistics: Skills Level for Control Theory

Statistics

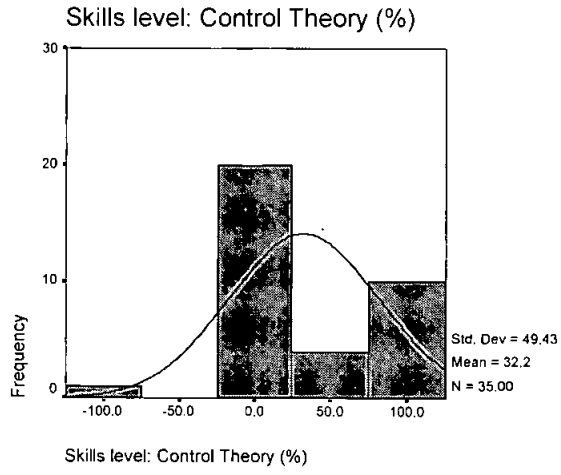
		Place where survey was carried out	Skills level: Control Theory (%)
N	Valid	37	35
	Missing	0	2
Mean		1.59	32.23
Median		2.00	3.00
Std. Deviation		.50	49.43
Variance		.25	2443.53

Table 101. Frequencies: Skills Level for Control Theory

Skills level: Control Theory (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.9	2.9
	0	16	43.2	45.7	48.6
	3	1	2.7	2.9	51.4
	5	1	2.7	2.9	54.3
	10	1	2.7	2.9	57.1
	20	1	2.7	2.9	60.0
	50	4	10.8	11.4	71.4
	80	1	2.7	2.9	74.3
	90	1	2.7	2.9	77.1
	100	7	18.9	20.0	97.1
	120	1	2.7	2.9	100.0
	Total	35	94.6	100.0	
Missing	System	2	5.4		
Total		37	100.0		

Figure 56. Histogram Skills Level for Control Theory



Communications Hardware

Table 102. Statistics: Skills Level for Communications Hardware

Statistics

		Place where survey was carried out	Skills level: Communication Hardware (%)
N	Valid	37	37
	Missing	0	0
Mean		1.59	90.81
Median		2.00	100.00
Std. Deviation		.50	77.14
Variance		.25	5950.71

Table 103. Frequencies: Skills Level for Communications Hardware

Skills level: Communication Hardware (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.7	2.7
	0	7	18.9	18.9	21.6
	5	1	2.7	2.7	24.3
	20	1	2.7	2.7	27.0
	50	2	5.4	5.4	32.4
	60	1	2.7	2.7	35.1
	90	1	2.7	2.7	37.8
	100	7	18.9	18.9	56.8
	110	1	2.7	2.7	59.5
	120	5	13.5	13.5	73.0
	125	1	2.7	2.7	75.7
	150	5	13.5	13.5	89.2
	200	3	8.1	8.1	97.3
	300	1	2.7	2.7	100.0
	Total	37	100.0	100.0	

Figure 57. Histogram Skills Level for Communications Hardware

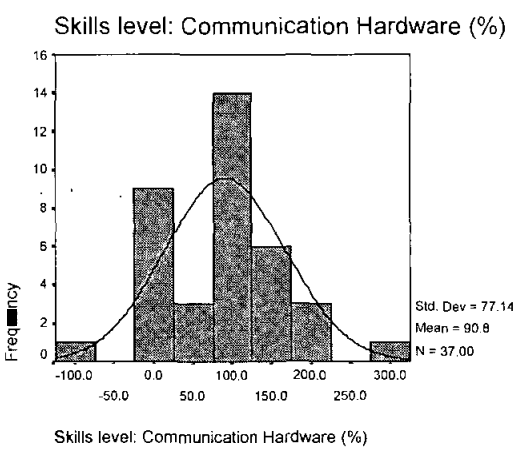


Table 104. Statistics: Skills Level for Management Information Systems

Statistics

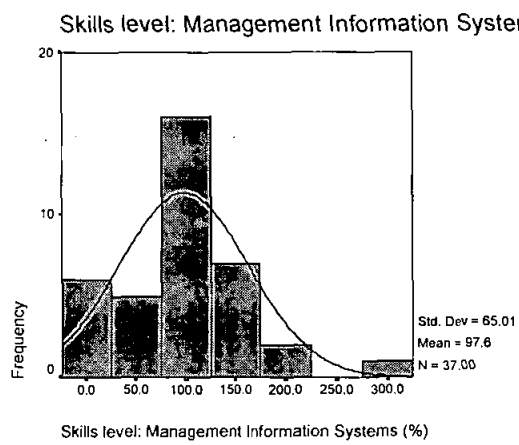
		Place where survey was carried out	Skills level: Management Information Systems (%)
N	Valid	37	37
	Missing	0	0
Mean		1.59	97.59
Median		2.00	100.00
Std. Deviation		.50	65.01
Variance		.25	4226.08

Table 105. Frequencies: Skills Level for Management Information Systems

Skills level: Management Information Systems (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	3	8.1	8.1	8.1
	5	1	2.7	2.7	10.8
	15	1	2.7	2.7	13.5
	20	1	2.7	2.7	16.2
	30	2	5.4	5.4	21.6
	33	2	5.4	5.4	27.0
	60	1	2.7	2.7	29.7
	75	1	2.7	2.7	32.4
	90	2	5.4	5.4	37.8
	100	8	21.6	21.6	59.5
	110	1	2.7	2.7	62.2
	120	4	10.8	10.8	73.0
	140	2	5.4	5.4	78.4
	150	4	10.8	10.8	89.2
	160	1	2.7	2.7	91.9
	200	2	5.4	5.4	97.3
	300	1	2.7	2.7	100.0
	Total	37	100.0	100.0	

Figure 58. Histogram: Skills Level for Management Information Systems



Decision Support Systems

Table 106. Frequencies: Skills Level for Decision Support Systems

Statistics

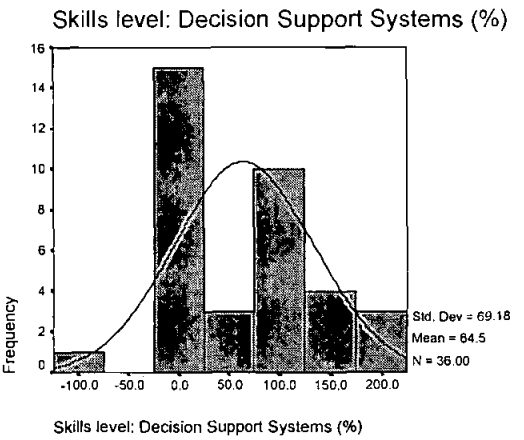
		Place where survey was carried out	Skills level: Decision Support Systems (%)
N	Valid	37	36
	Missing	0	1
Mean		1.59	64.50
Median		2.00	50.00
Std. Deviation		.50	69.18
Variance		.25	4785.29

Table 107. Frequencies: Skills Level for Decision Support Systems

Skills level: Decision Support Systems (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.8	2.8
	0	8	21.6	22.2	25.0
	2	1	2.7	2.8	27.8
	10	2	5.4	5.6	33.3
	20	4	10.8	11.1	44.4
	50	3	8.1	8.3	52.8
	90	2	5.4	5.6	58.3
	100	5	13.5	13.9	72.2
	110	1	2.7	2.8	75.0
	120	2	5.4	5.6	80.6
	125	1	2.7	2.8	83.3
	140	1	2.7	2.8	86.1
	150	2	5.4	5.6	91.7
	175	1	2.7	2.8	94.4
	200	2	5.4	5.6	100.0
	Total	36	97.3	100.0	
Missing	System	1	2.7		
Total		37	100.0		

Figure 59. Histogram: Skills Level for Decision Support Systems



Business Subjects

Table 108. Statistics Level for Business Subjects

Statistics

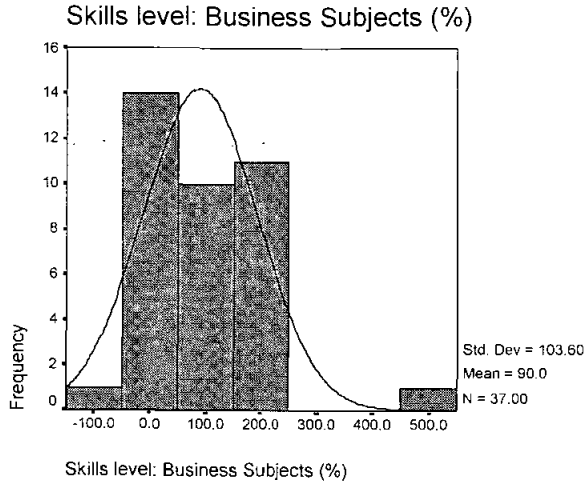
		Place where survey was carried out	Skills level: Business Subjects (%)
N	Valid	37	37
	Missing	0	0
Mean		1.59	90.00
Median		2.00	100.00
Std. Deviation		.50	103.60
Variance		.25	10733.33

Table 109. Frequencies: Skills Level for Business Subjects

Skills level: Business Subjects (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.7	2.7
	0	10	27.0	27.0	29.7
	10	1	2.7	2.7	32.4
	20	2	5.4	5.4	37.8
	40	1	2.7	2.7	40.5
	50	1	2.7	2.7	43.2
	80	2	5.4	5.4	48.6
	100	4	10.8	10.8	59.5
	110	1	2.7	2.7	62.2
	120	2	5.4	5.4	67.6
	150	6	16.2	16.2	83.8
	180	1	2.7	2.7	86.5
	200	4	10.8	10.8	97.3
	500	1	2.7	2.7	100.0
	Total	37	100.0	100.0	

Figure 60. Histogram: Skills Level for Business Subjects



Numerical Analysis

Table 110. Statistics: Skills Level for Numerical Analysis

Statistics

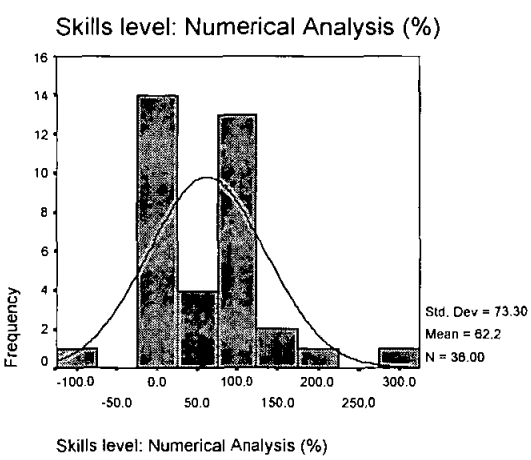
		Place where survey was carried out	Skills level: Numerical Analysis (%)
N	Valid	37	36
	Missing	0	1
Mean		1.59	62.22
Median		2.00	50.00
Std. Deviation		.50	73.30
Variance		.25	5373.49

Table 111. Frequencies: Skills Level for Numerical Analysis

Skills level: Numerical Analysis (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.8	2.8
	0	10	27.0	27.8	30.6
	5	1	2.7	2.8	33.3
	10	2	5.4	5.6	38.9
	20	1	2.7	2.8	41.7
	50	4	10.8	11.1	52.8
	75	1	2.7	2.8	55.6
	80	1	2.7	2.8	58.3
	90	1	2.7	2.8	61.1
	100	7	18.9	19.4	80.6
	110	2	5.4	5.6	86.1
	120	1	2.7	2.8	88.9
	150	1	2.7	2.8	91.7
	160	1	2.7	2.8	94.4
	200	1	2.7	2.8	97.2
	300	1	2.7	2.8	100.0
	Total	36	97.3	100.0	
Missing	System	1	2.7		
Total		37	100.0		

Figure 61. Histogram: Skills Level for Numerical Analysis



Statistics

Table 112. Statistics: Skills Level for Statistics

Statistics

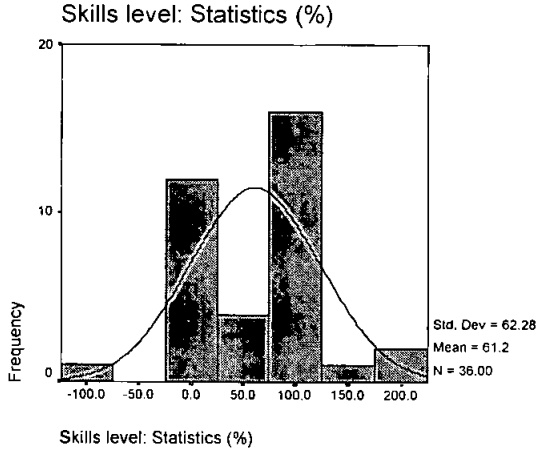
		Place where survey was carried out	Skills level: Statistics (%)
N	Valid	37	36
	Missing	0	1
Mean		1.59	61.17
Median		2.00	77.50
Std. Deviation		.50	62.28
Variance		.25	3879.00

Table 113. Frequencies: Skills Level for Statistics

Skills level: Statistics (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.8	2.8
	0	9	24.3	25.0	27.8
	2	1	2.7	2.8	30.6
	5	1	2.7	2.8	33.3
	10	1	2.7	2.8	36.1
	50	4	10.8	11.1	47.2
	75	1	2.7	2.8	50.0
	80	2	5.4	5.6	55.6
	90	1	2.7	2.8	58.3
	100	10	27.0	27.8	86.1
	110	2	5.4	5.6	91.7
	140	1	2.7	2.8	94.4
	200	2	5.4	5.6	100.0
	Total	36	97.3	100.0	
Missing	System	1	2.7		
Total		37	100.0		

Figure 62. Histogram: Skills Level for Statistics



Operations Research

Table 114. Statistics: Skills Level for Statistics

Statistics

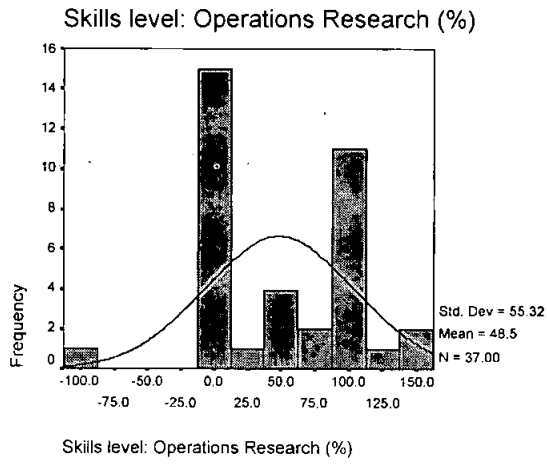
		Place where survey was carried out	Skills level: Operations Research (%)
N	Valid	37	37
	Missing	0	0
Mean		1.59	48.46
Median		2.00	50.00
Std. Deviation		.50	55.32
Variance		.25	3060.31

Table 115. Frequencies: Skills Level for Statistics

Skills level: Operations Research (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.7	2.7
	0	12	32.4	32.4	35.1
	3	1	2.7	2.7	37.8
	5	1	2.7	2.7	40.5
	10	1	2.7	2.7	43.2
	20	1	2.7	2.7	45.9
	50	4	10.8	10.8	56.8
	70	1	2.7	2.7	59.5
	80	1	2.7	2.7	62.2
	90	2	5.4	5.4	67.6
	100	7	18.9	18.9	86.5
	110	2	5.4	5.4	91.9
	125	1	2.7	2.7	94.6
	140	2	5.4	5.4	100.0
	Total	37	100.0	100.0	

Figure 63. Histogram: Skills Level for Operations Research



Signal Processing

Table 116. Statistics: Skills Level for Signal Processing

Statistics

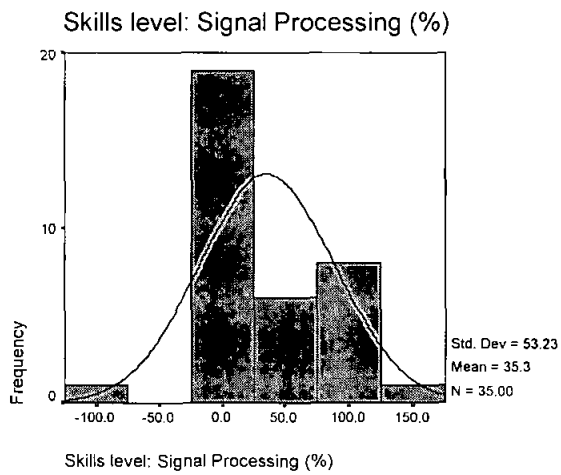
		Skills level: Signal Processing (%)	Place where survey was carried out
N	Valid	35	37
	Missing	2	0
Mean		35.29	1.59
Median		.00	2.00
Std. Deviation		53.23	.50
Variance		2833.74	.25

Table 117. Frequencies: Skills Level for Signal Processing

Skills level: Signal Processing (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.9	2.9
	0	17	45.9	48.6	51.4
	5	1	2.7	2.9	54.3
	10	1	2.7	2.9	57.1
	50	4	10.8	11.4	68.6
	60	1	2.7	2.9	71.4
	70	1	2.7	2.9	74.3
	100	6	16.2	17.1	91.4
	120	2	5.4	5.7	97.1
	150	1	2.7	2.9	100.0
	Total	35	94.6	100.0	
Missing	System	2	5.4		
Total		37	100.0		

Figure 64. Histogram: Skills Level for Signal Processing



Computational Linguistics

Table 118. Statistics: Skills Level for Computational Linguistics

Statistics

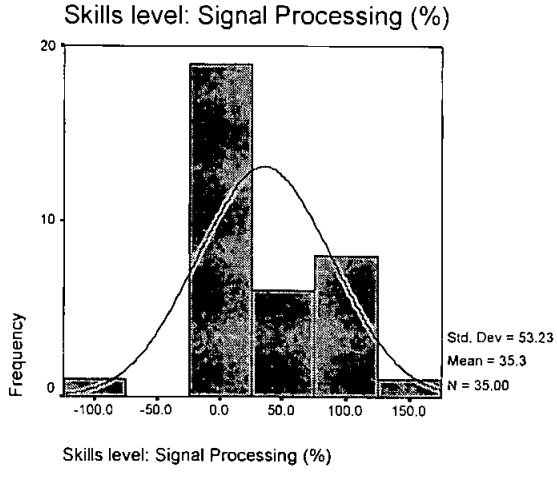
		Place where survey was carried out	Skills level: Signal Processing (%)
N	Valid	37	35
	Missing	0	2
Mean		1.59	35.29
Median		2.00	.00
Std. Deviation		.50	53.23
Variance		.25	2833.74

Table 119. Frequencies: Skills Level for Computational Linguistics

Skills level: Signal Processing (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	2.7	2.9	2.9
	0	17	45.9	48.6	51.4
	5	1	2.7	2.9	54.3
	10	1	2.7	2.9	57.1
	50	4	10.8	11.4	68.6
	60	1	2.7	2.9	71.4
	70	1	2.7	2.9	74.3
	100	6	16.2	17.1	91.4
	120	2	5.4	5.7	97.1
	150	1	2.7	2.9	100.0
	Total	35	94.6	100.0	
Missing	System	2	5.4		
Total		37	100.0		

Figure 65. Histogram: Skills Level for Computational Linguistics



Machine Translation

Table 120. Statistics: Skills Level for Machine Translation

Statistics

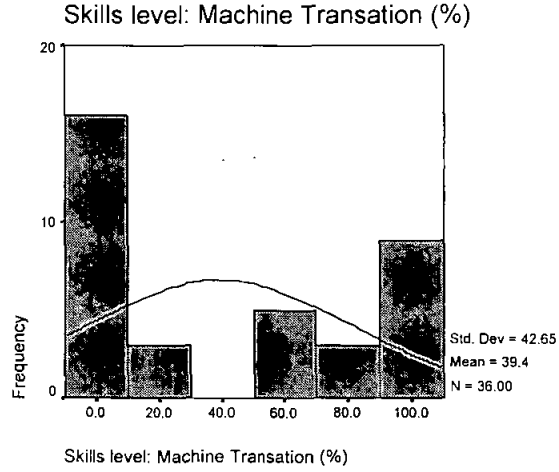
		Place where survey was carried out	Skills level: Machine Transation (%)
N	Valid	37	36
	Missing	0	1
Mean		1.59	39.39
Median		2.00	17.50
Std. Deviation		.50	42.65
Variance		.25	1819.33

Table 121. Frequencies: Skills Level for Machine Translation

Skills level: Machine Transation (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	14	37.8	38.9	38.9
	1	1	2.7	2.8	41.7
	2	1	2.7	2.8	44.4
	10	2	5.4	5.6	50.0
	25	1	2.7	2.8	52.8
	50	5	13.5	13.9	66.7
	70	2	5.4	5.6	72.2
	80	1	2.7	2.8	75.0
	100	9	24.3	25.0	100.0
	Total	36	97.3	100.0	
Missing	System	1	2.7		
Total		37	100.0		

Figure 66. Histogram: Skills Level for Machine Translation



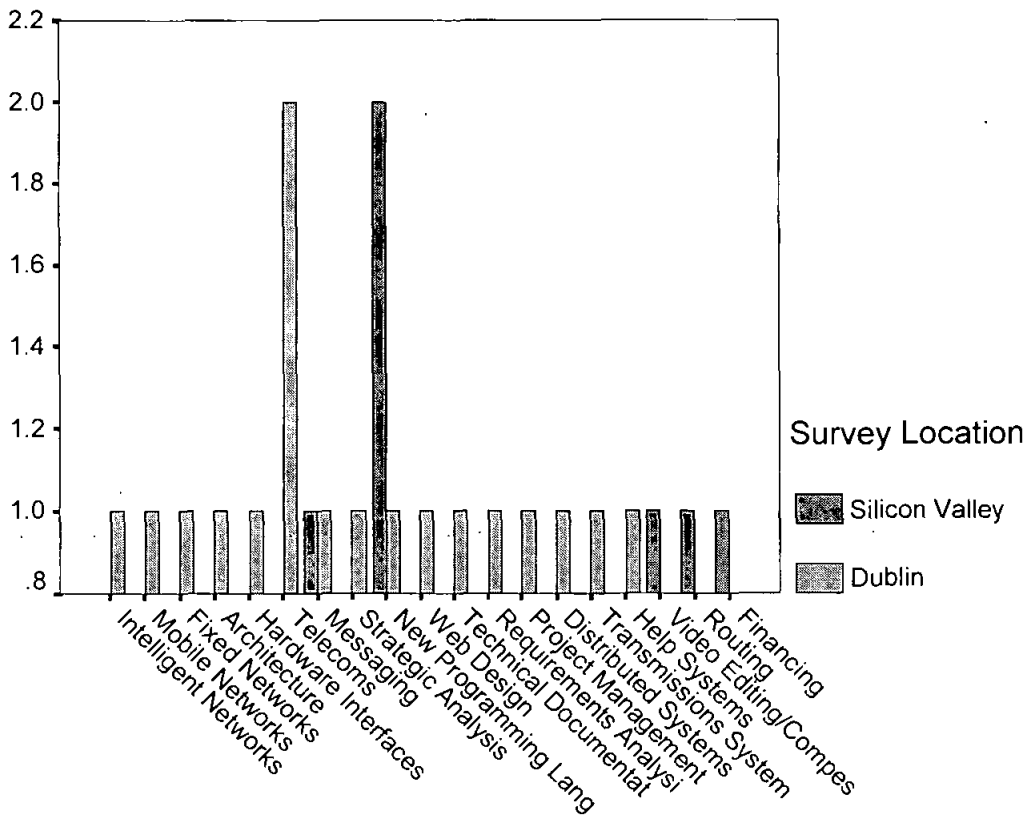
Question 5. Can you suggest new immerging topic areas in which you have recently acquired knowledge/skills? Please also score these on the same scale as Question 4.

Skill/Knowledge Area	%	Skill/Knowledge Area	%

Table 122. Place where survey was carried out showing New Skills Level – Crosstabulation

New Skill	Skill Category	% Skill Category	Dublin % New Skill	Dublin % Skill Level	Silicon Valley New Skill	Silicon Valley % Skill Level
Architecture	**Architecture**	8.7	5.9	130		
Hardware Interfaces	Architecture		5.9	100		
Strategic Analysis	**Business Subjects**	13.0	5.9	400		
Requirements Analysis	Business Subjects		5.9	130		
Financing	Business Subjects				16.7	
Video Editing/Compression	**Media and Graphics**	4.4			16.7	100
Intelligent Networks	**Networks**	26.0	5.9	180		
Mobile Networks	Networks		5.9	200		
Fixed Networks	Networks		5.9	180		
Distributed Systems	Networks		5.9	100		
Transmissions Systems	Networks		5.9	150		
Routing	Networks				16.7	50
New Programming Languages	**Programming Languages**	17.4	5.9		33.3	150, 150
Web Design	Programming Languages		5.9	130		
Project Management	**Project Management**	4.4	5.9	150		
Messaging	**Technical Documentation**	17.4	5.9	200	16.7	200
Technical Documentation	Technical Documentation		5.9	200		
Help Systems	Technical Documentation		5.9	200		
Telecoms	**Telecommunications**	8.7	11.8	200, 100		

Figure 67. New Skills As Reported By Silicon Valley and Dublin IT Employees



23 responses were received for question five: 6 by Silicon Valley, and 17 by Dublin IT employees. There were 19 new skills reported in total. The skill, '**Telecoms**', was reported by two Dublin employees (11.8 percent). The skill, '**New programming languages**', was reported by two Silicon Valley workers (33.3 percent), and by one Dublin worker (5.9 percent). The '**Messageing**' skill was reported by one Dublin (5.9 percent) and one Silicon Valley employee (16.7 percent).

There were a large variety of new skills reported by respondents. The largest category of new skills reported was in the **networks** group, reported by 6 respondents in total (26.0 percent): 5 Dublin and 1 Silicon Valley employee. **Technical documentation** and **new programming languages** were the next largest categories reported by 4 respondents in each case (17.4 percent). **Business subjects** were the next largest category reported by 3 respondents in total (13.0 percent). The following categories had two respondents in each case (8.70 percent): architecture, telecommunications. The following

categories had one respondent in each case (4.4 percent): media and graphics, project management.

There was also a large variety in the level of new skills reported by respondents, the largest being **strategic analysis** (400 percent skill level reported by a Dublin respondent), and the smallest being **routing** (50 percent skill level reported by a Silicon Valley respondent).

Question 6. Are you a member of any professional computer organisation? Yes No

Table 123. Crosstabulation: Membership of professional organisations

Place where survey was carried out * Indicates if member of professional organisation Crosstabulation

			Indicates if member of professional organisation		
			No	Yes	Total
Place where survey was carried out	Silicon Valley	Count	11	4	15
		% within Place where survey was carried out	73.3%	26.7%	100.0%
		% within Indicates if member of professional organisation	36.7%	57.1%	40.5%
		% of Total	29.7%	10.8%	40.5%
	Dublin	Count	19	3	22
		% within Place where survey was carried out	86.4%	13.6%	100.0%
		% within Indicates if member of professional organisation	63.3%	42.9%	59.5%
		% of Total	51.4%	8.1%	59.5%
Total		Count	30	7	37
		% within Place where survey was carried out	81.1%	18.9%	100.0%
		% within Indicates if member of professional organisation	100.0%	100.0%	100.0%
		% of Total	81.1%	18.9%	100.0%

Figure 68. Histogram: Membership of professional organisations

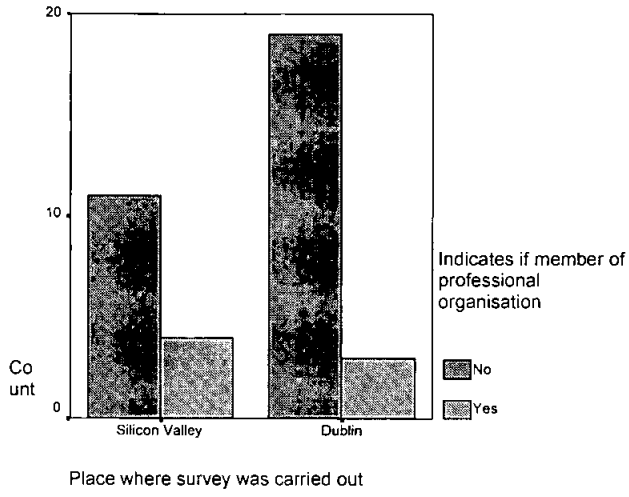


Table 124. Statistics: Membership of professional organisations

Statistics

		Place where survey was carried out	Indicates if member of professional organisation
N	Valid	37	37
	Missing	0	0
Mean		1.59	
Median		2.00	
Mode		2	
Std. Deviation		.50	
Variance		.25	
Range		1	
Minimum		1	
Maximum		2	
Sum		59	

Table 125. Frequencies: Places where survey was carried out with membership of professional organisations

Place where survey was carried out

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Silicon Valley	15	40.5	40.5	40.5
	Dublin	22	59.5	59.5	100.0
	Total	37	100.0	100.0	

Table 126. Frequencies: Indicates if member of professional organisation

Indicates if member of professional organisation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	30	81.1	81.1	81.1
	Yes	7	18.9	18.9	100.0
	Total	37	100.0	100.0	

The results show that professional computer organisation membership is very low among both Dublin and Silicon Valley respondents. In Silicon Valley, 4 respondents (26.7 percent) reported that they were members. However, 11 Silicon Valley respondents (73.3 percent) reported that they were not members of any professional computer societies. In Dublin, 3 respondents (13.6 percent) reported that they were members. However, 19 Dublin respondents (86.4 percent) reported that they were not members of any professional computer organisation.

Although Silicon Valley respondents reported a slightly higher percentage of professional computer organisation membership that Dublin respondents, there is a very large majority of respondents in both locations (81.1 per cent of total responses) who are not members of any computer organisation.

Quesion 7a. How do you currently acquire new skills? On the job training, night courses, personal reading/research

Table 127. Frequencies: How skills are currently acquired - Combined Dublin and Silicon Valley

Statistics

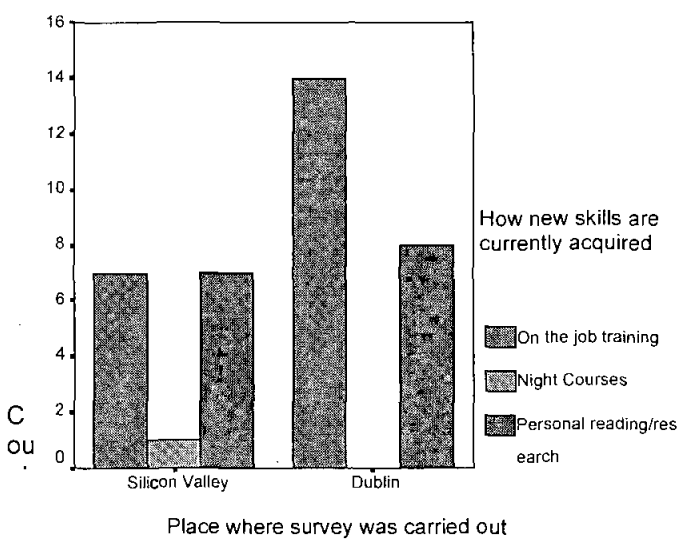
		Place where survey was carried out	How new skills are currently acquired
N	Valid	37	37
	Missing	0	0
Mean		1.59	1.84
Median		2.00	1.00
Mode		2	1
Std. Deviation		.50	.99
Variance		.25	.97
Range		1	2
Minimum		1	1
Maximum		2	3
Sum		59	68

Table 128. Crosstabulations: How skills are currently acquired

Place where survey was carried out * How new skills are currently acquired Crosstabulation

			How new skills are currently acquired			
			On the job training	Night Courses	Personal reading/research	Total
Place where survey was carried out	Silicon Valley	Count	7	1	7	15
		% within Place where survey was carried out	46.7%	6.7%	46.7%	100.0%
		% within How new skills are currently acquired	33.3%	100.0%	46.7%	40.5%
		% of Total	18.9%	2.7%	18.9%	40.5%
	Dublin	Count	14		8	22
		% within Place where survey was carried out	63.6%		36.4%	100.0%
		% within How new skills are currently acquired	66.7%		53.3%	59.5%
		% of Total	37.8%		21.6%	59.5%
Total		Count	21	1	15	37
		% within Place where survey was carried out	56.8%	2.7%	40.5%	100.0%
		% within How new skills are currently acquired	100.0%	100.0%	100.0%	100.0%
		% of Total	56.8%	2.7%	40.5%	100.0%

Figure 69. Histogram: How skills are currently acquired



Respondents in both locations reported a high percentage of new skills being acquired through **on the job training**: 14 Dublin respondents reported that they received on the job training (63.6 per cent), while 7 Silicon Valley respondents reported receiving on the job training (46.7 per cent). **Personal reading/research** was reported by 8 Dublin respondents (36.4 per cent) and 7 Silicon Valley respondents (46.7 per cent). Only 1 Silicon Valley respondent (6.7 per cent) and no Dublin respondent reported receiving training for new skills through **night courses**.

Thus, results for acquiring new skills indicates that respondents most frequently report **on the job training** (56.8 per cent of total respondents), followed by **personal reading and research** (40.5 per cent of total respondents). **Night courses** are not a common method of acquiring skills for respondents from either location (2.7 per cent of total respondents).

Quesion 7b. How do you propose to reskill in emerging topics?

Table 129. Crosstabulations: Reskilling in emerging topics

Place where survey was carried out * How worker proposes to reskill in emerging topics Crosstabulation

			How worker proposes to reskill in emerging topics				
			Personal Research	Night Courses	In-house Training	No Response	Total
Place where survey was carried out	Silicon Valley	Count	6	3		6	15
		% within Place where survey was carried out	40.0%	20.0%		40.0%	100.0%
		% within How worker proposes to reskill in emerging topics	35.3%	50.0%		85.7%	40.5%
		% of Total	16.2%	8.1%		16.2%	40.5%
	Dublin	Count	11	3	7	1	22
		% within Place where survey was carried out	50.0%	13.6%	31.8%	4.5%	100.0%
		% within How worker proposes to reskill in emerging topics	64.7%	50.0%	100.0%	14.3%	59.5%
		% of Total	29.7%	8.1%	18.9%	2.7%	59.5%
Total		Count	17	6	7	7	37
		% within Place where survey was carried out	45.9%	16.2%	18.9%	18.9%	100.0%
		% within How worker proposes to reskill in emerging topics	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	45.9%	16.2%	18.9%	18.9%	100.0%

Figure 70. Histogram: Reskilling in emerging topics

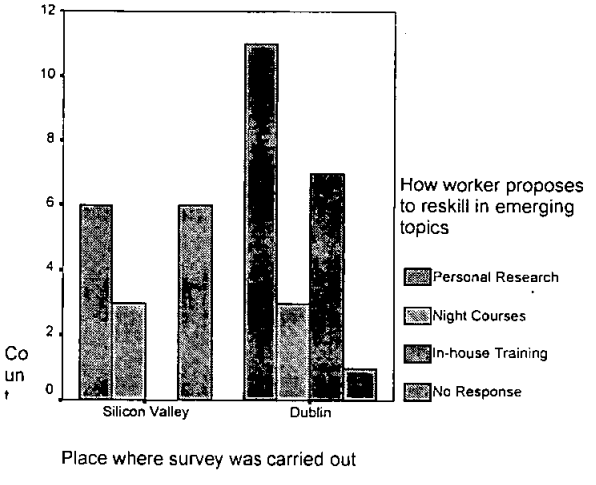


Table 130. Frequencies: Reskilling in emerging topics

Statistics

		Place where survey was carried out	How worker proposes to reskill in emerging topics
N	Valid	37	37
	Missing	0	0
Mean		1.59	2.11
Median		2.00	2.00
Mode		2	1
Std. Deviation		.50	1.20
Variance		.25	1.43
Range		1	3
Minimum		1	1
Maximum		2	4
Sum		59	78

Table 131: Frequencies. Place where survey was carried out with reskilling in emerging topics

Place where survey was carried out

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Silicon Valley	15	40.5	40.5	40.5
	Dublin	22	59.5	59.5	100.0
	Total	37	100.0	100.0	

Table 132. Frequencies: How worker proposes to reskill in emerging topics

How worker proposes to reskill in emerging topics

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Personal Research	17	45.9	45.9	45.9
	Night Courses	6	16.2	16.2	62.2
	In-house Training	7	18.9	18.9	81.1
	No Response	7	18.9	18.9	100.0
	Total	37	100.0	100.0	

A large percentage of Silicon Valley respondents did not answer this question (40 percent), compared to just 4.5 per cent of Dublin respondents. Respondents in both locations reported a high percentage for reskilling in new emerging topics through **personal research**: 11 Dublin respondents (50 per cent), and 6 Silicon Valley respondents (40 per cent). In the case of reskilling through **in-house training**, 7 Dublin respondents (31.8 per cent) reported that they proposed to reskill through in-house training, while no Silicon Valley respondent proposed this. With regard to reskilling

through **night courses**: 3 Dublin respondents (13.6 per cent), and 3 Silicon Valley respondents (20 per cent) proposed to reskill in this way.

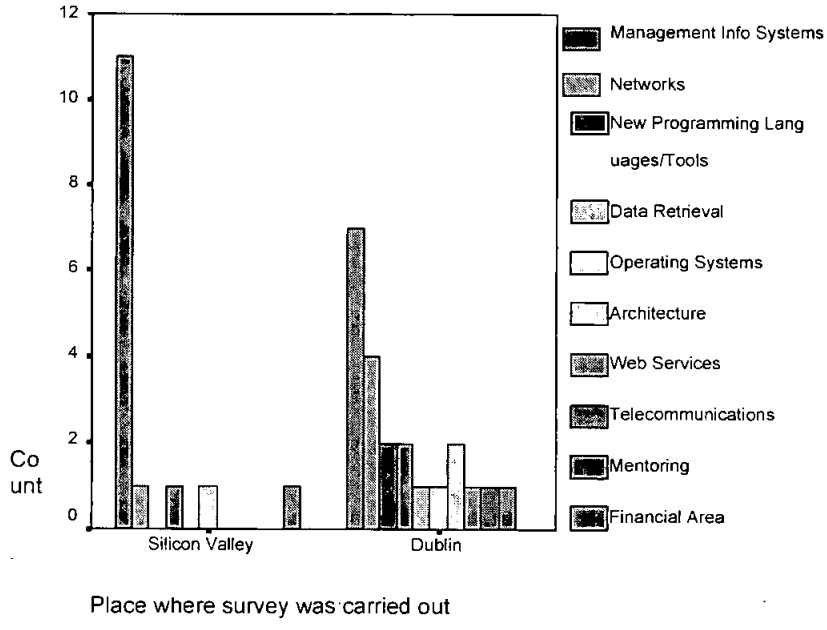
Thus, results for proposing to reskill in emerging topics indicate that respondents most frequently report **personal research** (45.9 per cent of total respondents). In both locations respondents showed only minimal interest in reskill through **night courses** (16.2 per cent of total respondents). The biggest difference between both groups in terms of reskilling was in the case of **in-house training**, where Silicon Valley respondents showed no interest in this (0 percent), while Dublin respondents showed a keen interest (31.8 per cent).

Quesion 7c. In your opinion which are the most important topic areas in which to reskill?

Table 133. Crosstabulations: Important areas in which to reskill

Reskill Topic	Dublin No. & % of respondents	Silicon Valley No. & % of respondents	Total No. & % of respondents
Networks	4, 18.2	1, 6.7	5, 13.5
Management Information Systems	2, 9.1	0, 0	2, 5.4
New Programming Languages/Tools	2, 9.1	1, 6.7	3, 8.1
Data Retrieval	1, 4.5	0, 0	1, 2.7
Operating Systems	1, 4.5	1, 6.7	2, 5.4
Architecture	2, 9.1	0, 0	2, 5.4
Web Services	1, 4.5	0, 0	1, 2.7
Telecommunications	1, 4.5	0, 0	1, 2.7
Mentoring	1, 4.5	0, 0	1, 2.7
Financial Area	0, 0	1, 6.7	1, 2.7
No Response	7, 32	11, 73.2	18, 48.7

Figure 71. Histogram: Important areas in which to reskill



A high level of no response was received from Silicon Valley employees surveyed (73.2 per cent) as to new skills that they wished to reskill in, compared with a much lower lack of response from Dublin employees surveyed (32 per cent). 10 skills that respondents felt it was important to reskill in were reported in total: 4 by Silicon Valley, and 9 by Dublin respondents.

The skill, '**networks**', was reported by 4 Dublin respondents (18.2 percent), and by 1 Silicon Valley respondent (6.7 percent). The skill, '**New programming languages/tools**', was reported by 2 Dublin respondents (9.1 percent), and by 1 Silicon Valley respondent (6.7 percent). '**Management information systems**' and '**Architecture**' skills were each reported as important to reskill in by 2 Dublin respondents (9.1 per cent in each case). '**Operating systems**' was reported by one Dublin respondent (4.5 percent) and and one Silicon Valley respondent (6.7 percent).

Other skills reported by one Dublin employee surveyed (4.5 per cent in each case) were: **web services, telecommunications and mentoring. Financial area** skills were reported by one Silicon Valley employee surveyed (6.7 per cent).

Question 8. When did you last receive training for new skills that are required as part of your job? Never received training, 1 to 3 months, 4 to 6 months, 7 to 9

months, 10 to 12 months, 13 to 15 months, 16 to 18 months, 19 to 21 months, 22 to 24 months.

Table 134. Crosstabulations: When last received training

Place where survey was carried out * When training was last received Crosstabulation

			When training was last received									
			o Respons	Never received training	to 3 month	to 6 month	to 9 month	10 to 12 months	13 to 15 months	16 to 18 months	22 to 24 months	Total
Place where s	Silicon Va	Count		5		7	1	1			1	15
was carried ou		% within Place w survey was carri		33.3%		46.7%	6.7%	6.7%			6.7%	100.0%
		% within When t was last receive		62.5%		63.6%	100.0%	50.0%			25.0%	40.5%
		% of Total		13.5%		18.9%	2.7%	2.7%			2.7%	40.5%
	Dublin	Count	1	3	6	4		1	3	1	3	22
		% within Place w survey was carri	4.5%	13.6%	27.3%	18.2%		4.5%	13.6%	4.5%	13.6%	100.0%
		% within When t was last receive	100.0%	37.5%	100.0%	36.4%		50.0%	100.0%	100.0%	75.0%	59.5%
		% of Total	2.7%	8.1%	16.2%	10.8%		2.7%	8.1%	2.7%	8.1%	59.5%
Total		Count	1	8	6	11	1	2	3	1	4	37
		% within Place w survey was carri	2.7%	21.6%	16.2%	29.7%	2.7%	5.4%	8.1%	2.7%	10.8%	100.0%
		% within When t was last receive	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	2.7%	21.6%	16.2%	29.7%	2.7%	5.4%	8.1%	2.7%	10.8%	100.0%

Figure 72. Histogram: When last received training

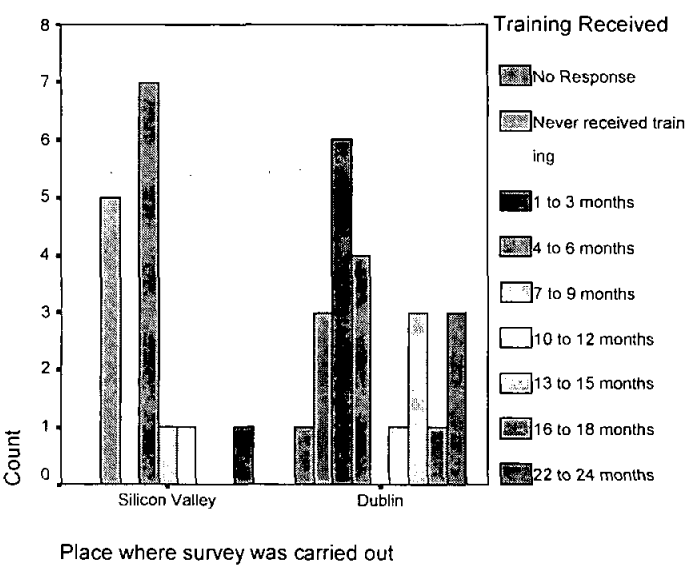


Table 135. Statistics: When last received training

Statistics

		Place where survey was carried out	When training was last received
N	Valid	37	37
	Missing	0	0
Mean		1.59	3.46
Median		2.00	3.00
Mode		2	3
Std. Deviation		.50	2.56
Variance		.25	6.53
Range		1	9
Minimum		1	0
Maximum		2	9
Sum		59	128

Table 136. Frequencies: Place where survey was carried out

For when training was last received

Place where survey was carried out

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Silicon Valley	15	40.5	40.5	40.5
	Dublin	22	59.5	59.5	100.0
	Total	37	100.0	100.0	

Table 137: Frequencies: When training was last received

When training was last received

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	1	2.7	2.7	2.7
	Never received training	8	21.6	21.6	24.3
	1 to 3 months	6	16.2	16.2	40.5
	4 to 6 months	11	29.7	29.7	70.3
	7 to 9 months	1	2.7	2.7	73.0
	10 to 12 months	2	5.4	5.4	78.4
	13 to 15 months	3	8.1	8.1	86.5
	16 to 18 months	1	2.7	2.7	89.2
	22 to 24 months	4	10.8	10.8	100.0
	Total	37	100.0	100.0	

Employees surveyed in both locations gave a high response level to the question of when they last received training. Only 1 Dublin employee (4.5 percent) did not give any response. The highest Silicon Valley response for having received training within 4 to 6 months was reported by 7 respondents (46.7 percent). However 5 Silicon Valley

respondents (33.3 percent) said they had never received training. Overall 66.7 percent of Silicon Valley respondents reported having received training within a 24-month period.

The highest Dublin response was for having received training within 1 to 3 months (6 respondents, 27.3 percent), followed by 4 respondents (18.2 percent) who received training within 4 to 6 months. However, 3 respondents (13.6 per cent) reported that they had never received training. Overall 18 respondents (81.9 percent) reported having received training within a 24-month period.

From the above results Dublin respondents report that they have received a greater degree of training within a 24-month period (81.9 per cent) than Silicon Valley respondents (66.7 percent).

12.3.9 Question 9. How does your employer help you to acquire new skills? By funding external courses, by providing on the job training, through mentoring by fellow staff

Table 138. Crosstabulations: How employer helps you acquire new skills

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Place where survey was carried out * How employer helps worker reskill	37	100.0%	0	.0%	37	100.0%

Table 139. Place where survey was carried out -How employer helps you acquire new skills

Place where survey was carried out * How employer helps worker reskill Crosstabulation

			How employer helps worker reskill				
			By funding external courses	By providing on the job training	Through mentoring by fellow staff	No Response	Total
Place where survey was carried out	Silicon Valley	Count	4	4	7		15
		% within Place where survey was carried out	26.7%	26.7%	46.7%		100.0%
		% within How employer helps worker reskill	36.4%	44.4%	46.7%		40.5%
		% of Total	10.8%	10.8%	18.9%		40.5%
	Dublin	Count	7	5	8	2	22
		% within Place where survey was carried out	31.8%	22.7%	36.4%	9.1%	100.0%
		% within How employer helps worker reskill	63.6%	55.6%	53.3%	100.0%	59.5%
		% of Total	18.9%	13.5%	21.6%	5.4%	59.5%
Total		Count	11	9	15	2	37
		% within Place where survey was carried out	29.7%	24.3%	40.5%	5.4%	100.0%
		% within How employer helps worker reskill	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	29.7%	24.3%	40.5%	5.4%	100.0%

Figure 73. Histogram: How employer helps you acquire new skills

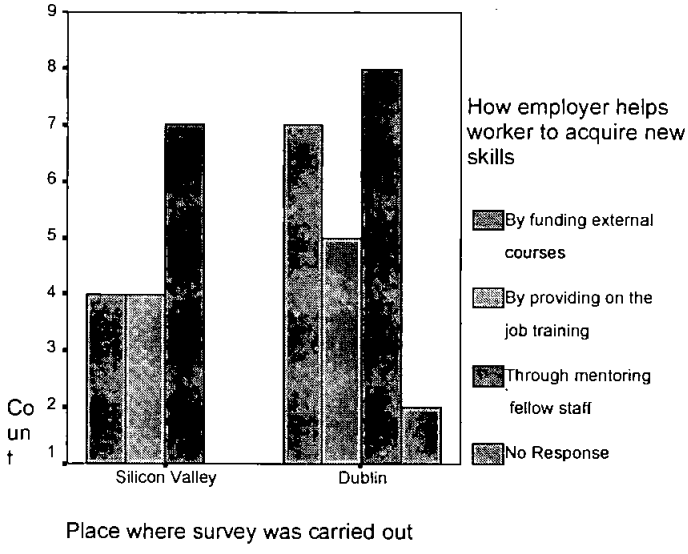


Table 140. Statistics: How employer helps you acquire new skills

Statistics

		Place where survey was carried out	How employer helps worker reskill
N	Valid	37	37
	Missing	0	0
Mean		1.59	2.22
Median		2.00	2.00
Mode		2	3
Std. Deviation		.50	.95
Variance		.25	.90
Range		1	3
Minimum		1	1
Maximum		2	4
Sum		59	82

Table 141. Frequencies: How employer helps workers to reskill

How employer helps worker reskill

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	By funding external courses	11	29.7	29.7	29.7
	By providing on the job training	9	24.3	24.3	54.1
	Through mentoring by fellow staff	15	40.5	40.5	94.6
	No Response	2	5.4	5.4	100.0
	Total	37	100.0	100.0	

Respondents in both locations reported a high percentage of new skills being acquired through **mentoring my fellow staff:** 8 Dublin respondents (36.4 per cent) and 7 Silicon Valley respondents (46.7 per cent) reported receiving mentoring by fellow staff. **Funding of external courses** was reported by 7 Dublin respondents (31.8 per cent) and 4 Silicon Valley respondents (26.7 per cent). **On the job training** was reported by 5 Dublin respondents (22.7 per cent) and 4 Silicon Valley respondents (26.7 per cent).

Thus, results for employers helping respondents to acquire new skills indicates that **mentoring by fellow staff** (40.5 per cent of total respondents) is the preferred choice of employer training. This is followed by **funding of external course** (29.7 per cent of total respondents), and by **on the job training** (24.3 per cent of total respondents).

Question 10. On a scale of 0 to 5 (with 0 being of no importance and 5 being of great importance), please indicate the importance that you would place on the following aspects of your life.

Aspects of Life	0-5 Scale
Successful work life	
Happy family life	
Fulfilling leisure pursuits	
Satisfying friendships	
Varied social life	
Early retirement	
Personal fulfilment through hobbies	
Life-long learning	
Children's academic success	
Compatible relationship	
Good prospects of promotion at work	
Financially comfortable	
Voluntary work in the community	

Table 142. Frequencies for Aspects of Life for Combined Dublin and Silicon Valley

Statistics

		1.	2.	3.	4.	5.	6.	7.	8.	9.	10	11.	12.	13.
N	Valid	37	37	37	37	37	37	37	37	37	37	37	37	37
	Missing	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean		3.8784	4.7297	3.7095	3.8784	3.0541	3.2838	3.2838	3.5405	2.5811	4.4459	2.9730	4.2027	2.2027
Median		4.0000	5.0000	3.7500	4.0000	3.0000	3.0000	3.0000	4.0000	3.0000	5.0000	3.0000	4.0000	2.0000
Mode		4.00	5.00	3.00	3.00	3.00	3.00	4.00	5.00	3.00	5.00	3.00	5.00	3.00
Std. Deviation		1.2439	.6078	1.0026	.8772	1.0787	1.2391	1.1817	1.2382	1.7140	.8959	1.4622	.9388	1.2881
Variance		1.5473	.3694	1.0053	.7695	1.1637	1.5353	1.3964	1.5330	2.9377	.8026	2.1381	.8814	1.6592
Range		5.00	3.00	3.00	2.00	4.00	5.00	4.00	4.00	5.00	4.00	5.00	3.00	4.00
Minimum		.00	2.00	2.00	3.00	1.00	.00	1.00	1.00	.00	1.00	.00	2.00	.00
Maximum		5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	4.00
Sum		143.50	175.00	137.25	143.50	113.00	121.50	121.50	131.00	95.50	164.50	110.00	155.50	81.50

Table Key: 1. Successful work life, 2. Happy family life, 3. Fulfilling leisure pursuits, 4. Satisfying friendships, 5. Varied social life, 6. Early retirement, 7. Personal fulfillment through hobbies, 8. Life-long learning, 9. Children's academic success, 10. Compatible relationship, 11. Good prospects of promotion at work, 12. Financially comfortable, 13. Voluntary work in the community

Table 143. Frequencies for Dublin: Aspects of Life

Statistics

		1.	2.	3.	4.	5.	6.	7.	8.	9.	10	11.	12.	13.
N	Valid	22	22	22	22	22	22	22	22	22	22	22	22	22
	Missing	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean		3.5000	4.6364	3.8864	4.1136	3.1364	3.0682	3.5682	3.6818	2.7955	4.3636	2.8636	3.8636	2.7500
Median		4.0000	5.0000	4.0000	4.0000	3.0000	3.0000	4.0000	3.5000	3.0000	5.0000	3.0000	4.0000	3.0000
Mode		4.00	5.00	5.00	5.00	3.00	3.00	4.00	5.00	4.00	5.00	3.00	4.00	3.00
Std. Deviation		1.3363	.7267	1.0903	.8988	.9902	1.3653	1.1577	1.2868	1.7228	1.0931	1.6123	.9902	1.0206
Variance		1.7857	.5281	1.1889	.8079	.9805	1.8642	1.3404	1.6558	2.9681	1.1948	2.5996	.9805	1.0417
Range		5.00	3.00	3.00	2.00	4.00	5.00	4.00	4.00	5.00	4.00	5.00	3.00	4.00
Minimum		.00	2.00	2.00	3.00	1.00	.00	1.00	1.00	.00	1.00	.00	2.00	.00
Maximum		5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	4.00
Sum		77.00	102.00	85.50	90.50	69.00	67.50	78.50	81.00	61.50	96.00	63.00	85.00	60.50

Table Key: 1. Successful work life, 2. Happy family life, 3. Fulfilling leisure pursuits, 4. Satisfying friendships, 5. Varied social life, 6. Early retirement, 7. Personal fulfillment through hobbies, 8. Life-long learning, 9. Children's academic success, 10. Compatible relationship, 11. Good prospects of promotion at work, 12. Financially comfortable, 13. Voluntary work in the community

Table 144. Frequencies for Silicon Valley Aspects of Life

Statistics

		1.	2.	3.	4.	5.	6.	7.	8.	9.	10	11.	12.	13.
N	Valid	15	15	15	15	15	15	15	15	15	15	15	15	15
	Missing	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean		4.4333	4.8667	3.4500	3.5333	2.9333	3.6000	2.8667	3.3333	2.2667	4.5667	3.1333	4.7000	1.4000
Median		5.0000	5.0000	3.0000	3.0000	3.0000	3.0000	3.0000	4.0000	3.0000	5.0000	3.0000	5.0000	1.0000
Mode		5.00	5.00	3.00	3.00	3.00	3.00	3.00	4.00	3.00	5.00	3.00	5.00	1.00
Std. Deviation		.8633	.3519	.8248	.7432	1.2228	.9856	1.1255	1.1751	1.7099	.4952	1.2459	.5916	1.2421
Variance		.7452	.1238	.6804	.5524	1.4952	.9714	1.2667	1.3810	2.9238	.2452	1.5524	.3500	1.5429
Range		3.00	1.00	3.00	2.00	4.00	3.00	4.00	4.00	5.00	1.00	5.00	2.00	4.00
Minimum		2.00	4.00	2.00	3.00	1.00	2.00	1.00	1.00	.00	4.00	.00	3.00	.00
Maximum		5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	4.00
Sum		66.50	73.00	51.75	53.00	44.00	54.00	43.00	50.00	34.00	68.50	47.00	70.50	21.00

Table Key: 1. Successful work life, 2. Happy family life, 3. Fulfilling leisure pursuits, 4. Satisfying friendships, 5. Varied social life, 6. Early retirement, 7. Personal fulfillment through hobbies, 8. Life-long learning, 9. Children's academic success, 10. Compatible relationship, 11. Good prospects of promotion at work, 12. Financially comfortable, 13. Voluntary work in the community

Activities

The activities in question four can be divided into three groups: work, home, and leisure. The groups with their allotted activities are arranged as follows:

Work: Successful work life, early retirement, good prospects of promotion at work, financially comfortable

Home: Happy family life, children's academic success, compatible relationship

Leisure: Fulfilling leisure pursuits, satisifying friendships, varied social life, personal fulfillment through hobbies, life-long learning, voluntary work in the community

Some activities may fit into two or more groups, such as life-long learning may be appropriate for both work and leisure; early retirement may impinge on work, home, leisure, and community, as more time is freed up to become involved in other pursuits.

Frequencies for Aspects of Life

Both Dublin and Silicon Valley respondents reported that a happy family life was the most important aspect of life (Dublin mean was 4.64, Silicon Valley mean was 4.87). Compatible relationship also received a high degree of importance for both locations (Dublin mean was 4.36, Silicon Valley mean was 4.57). Respondents from both locations assigned medium importance to life long learning (Dublin mean: 3.68; Silicon Valley mean: 3.33), and to fulfilling leisure pursuits (Dublin mean: 3.89; Silicon Valley mean: 3.45). Respondents from both locations assigned low level of importance to children's academic success (Dublin mean: 2.79; Silicon Valley mean: 2.27). Voluntary work in the community was assigned the lowest rate of importance by respondents from both locations (Dublin mean: 2.75; Silicon Valley mean: 1.4).

For Silicon Valley respondents successful work life was more important (mean: 4.43) than it was for Dublin respondents (mean: 3.50). Also Silicon Valley respondents gave higher importance to being financially comfortable (mean: 4.7) than Dublin respondents (mean: 3.86). Dublin respondents reported that satisfying friendships (mean: 4.11) was of high importance, compared to Silicon Valley respondents (mean: 3.53).

Overall, both Dublin and Silicon Valley respondents assigned a high level of importance to aspects of life in the home: a happy family life and compatible relationship. For Silicon Valley respondents work aspects of life also received high levels of importance (financial security and successful work life), while for Dublin respondents leisure aspects of life received higher levels of importance (satisfying friendships and fulfilling pursuits).

Correlations for Aspects of Life

Data received for Question 10 from Silicon Valley and Dublin respondents have been analysed below, using the Pearson Correlation Bivariate statistic (two-tailed). A level of significance of 0.01 (1%) is marked **. A level of significance of 0.05 (5%) is marked *.

Table 145. Correlation Coefficients for Aspects of Life: Combined Dublin and Silicon Valley

Correlations

		1.	2.	3.	4.	5.	6.	7.	8.	9.	10	11.	12.	13.
1.	Pearson Corre	1.000	-.045	-.472*	-.307	-.150	.149	-.458*	.143	.132	.019	.754**	.777**	-.314
	Sig. (2-tailed)	.	.793	.003	.065	.375	.378	.004	.398	.437	.912	.000	.000	.059
2.	Pearson Corre	-.045	1.000	.255	.067	-.019	-.024	.168	.089	.222	.534**	.179	.196	.019
	Sig. (2-tailed)	.793	.	.128	.694	.909	.886	.321	.601	.187	.001	.289	.245	.913
3.	Pearson Corre	-.472*	.255	1.000	.717**	.561**	-.016	.740**	.247	-.255	.361*	-.294	-.353*	.429*
	Sig. (2-tailed)	.003	.128	.	.000	.000	.927	.000	.140	.128	.028	.077	.032	.008
4.	Pearson Corre	-.307	.067	.717**	1.000	.682**	-.025	.604**	.382*	-.280	.371*	-.219	-.222	.410*
	Sig. (2-tailed)	.065	.694	.000	.	.000	.884	.000	.020	.094	.024	.192	.186	.012
5.	Pearson Corre	-.150	-.019	.561**	.682**	1.000	.113	.467**	.082	-.423*	.219	-.228	-.107	.252
	Sig. (2-tailed)	.375	.909	.000	.000	.	.506	.004	.632	.009	.193	.175	.528	.133
6.	Pearson Corre	.149	-.024	-.016	-.025	.113	1.000	.072	-.166	-.201	.008	.112	.307	-.050
	Sig. (2-tailed)	.378	.886	.927	.884	.506	.	.674	.326	.233	.963	.511	.064	.768
7.	Pearson Corre	-.458*	.168	.740**	.604**	.467**	.072	1.000	.149	-.163	.205	-.253	-.316	.395*
	Sig. (2-tailed)	.004	.321	.000	.000	.004	.674	.	.380	.336	.223	.131	.057	.016
8.	Pearson Corre	.143	.089	.247	.382*	.082	-.166	.149	1.000	.247	.415*	.254	.130	.495*
	Sig. (2-tailed)	.398	.601	.140	.020	.632	.326	.380	.	.140	.011	.130	.443	.002
9.	Pearson Corre	.132	.222	-.255	-.280	-.423*	-.201	-.163	.247	1.000	.035	.428**	.106	.118
	Sig. (2-tailed)	.437	.187	.128	.094	.009	.233	.336	.140	.	.839	.008	.532	.486
10	Pearson Corre	.019	.534**	.361*	.371*	.219	.008	.205	.415*	.035	1.000	.211	.228	.256
	Sig. (2-tailed)	.912	.001	.028	.024	.193	.963	.223	.011	.839	.	.210	.175	.125
11.	Pearson Corre	.754**	.179	-.294	-.219	-.228	.112	-.253	.254	.428**	.211	1.000	.702**	.032
	Sig. (2-tailed)	.000	.289	.077	.192	.175	.511	.131	.130	.008	.210	.	.000	.849
12.	Pearson Corre	.777**	.196	-.353*	-.222	-.107	.307	-.316	.130	.106	.228	.702**	1.000	-.265
	Sig. (2-tailed)	.000	.245	.032	.186	.528	.064	.057	.443	.532	.175	.000	.	.113
13.	Pearson Corre	-.314	.019	.429*	.410*	.252	-.050	.395*	.495**	.118	.256	.032	-.265	1.000
	Sig. (2-tailed)	.059	.913	.008	.012	.133	.768	.016	.002	.486	.125	.849	.113	.

**Correlation is significant at the 0.01 level (2-tailed).

*Correlation is significant at the 0.05 level (2-tailed).

a.Listwise N=37

Table Key: 1. Successful work life, 2. Happy family life, 3. Fulfilling leisure pursuits, 4. Satisfying friendships, 5. Varied social life, 6. Early retirement, 7. Personal fulfillment through hobbies, 8. Life-long learning, 9. Children's academic success, 10. Compatible relationship, 11. Good prospects of promotion at work, 12. Financially comfortable, 13. Voluntary work in the community

Table 146. Correlation Coefficients for Aspects of Life: Dublin

Correlations[a]

		1.	2.	3.	4.	5.	6.	7.	8.	9.	10	11.	12.	13.
1.	Pearson Corre	1.000	-.147	-.466*	-.149	-.018	.098	-.392	.318	.202	.000	.851**	.702**	.113
	Sig. (2-tailed)	.	.514	.029	.509	.937	.665	.071	.149	.368	1.000	.000	.000	.615
2.	Pearson Corre	-.147	1.000	.336	.176	.138	-.046	.286	.125	.299	.534*	.118	.193	.096
	Sig. (2-tailed)	.514	.	.126	.434	.539	.840	.198	.579	.176	.010	.600	.391	.670
3.	Pearson Corre	-.466*	.336	1.000	.682**	.544**	.077	.799**	.211	-.209	.476*	-.280	-.280	.348
	Sig. (2-tailed)	.029	.126	.	.000	.009	.732	.000	.347	.350	.025	.207	.207	.113
4.	Pearson Corre	-.149	.176	.682**	1.000	.677**	.061	.679**	.362	-.238	.489*	-.055	.018	.305
	Sig. (2-tailed)	.509	.434	.000	.	.001	.786	.001	.098	.286	.021	.810	.936	.168
5.	Pearson Corre	-.018	.138	.544**	.677**	1.000	-.042	.552**	.185	-.178	.392	.102	.020	.365
	Sig. (2-tailed)	.937	.539	.009	.001	.	.851	.008	.409	.427	.071	.653	.930	.095
6.	Pearson Corre	.098	-.046	.077	.061	-.042	1.000	.057	-.041	-.090	-.017	.264	.289	.278
	Sig. (2-tailed)	.665	.840	.732	.786	.851	.	.801	.855	.691	.939	.235	.192	.211
7.	Pearson Corre	-.392	.286	.799**	.679**	.552**	.057	1.000	.031	-.255	.243	-.288	-.178	.136
	Sig. (2-tailed)	.071	.198	.000	.001	.008	.801	.	.890	.252	.276	.193	.427	.546
8.	Pearson Corre	.318	.125	.211	.362	.185	-.041	.031	1.000	.206	.459*	.276	.301	.625**
	Sig. (2-tailed)	.149	.579	.347	.098	.409	.855	.890	.	.359	.032	.213	.174	.002
9.	Pearson Corre	.202	.299	-.209	-.238	-.178	-.090	-.255	.206	1.000	.041	.298	.206	.125
	Sig. (2-tailed)	.368	.176	.350	.286	.427	.691	.252	.359	.	.855	.178	.357	.579
10	Pearson Corre	.000	.534*	.476*	.489*	.392	-.017	.243	.459*	.041	1.000	.246	.268	.427*
	Sig. (2-tailed)	1.000	.010	.025	.021	.071	.939	.276	.032	.855	.	.271	.228	.048
11.	Pearson Corre	.851**	.118	-.280	-.055	.102	.264	-.288	.276	.298	.246	1.000	.853**	.210
	Sig. (2-tailed)	.000	.600	.207	.810	.653	.235	.193	.213	.178	.271	.	.000	.349
12.	Pearson Corre	.702**	.193	-.280	.018	.020	.289	-.178	.301	.206	.268	.853**	1.000	.200
	Sig. (2-tailed)	.000	.391	.207	.936	.930	.192	.427	.174	.357	.228	.000	.	.372
13.	Pearson Corre	.113	.096	.348	.305	.365	.278	.136	.625**	.125	.427*	.210	.200	1.000
	Sig. (2-tailed)	.615	.670	.113	.168	.095	.211	.546	.002	.579	.048	.349	.372	.

*Correlation is significant at the 0.05 level (2-tailed).

**Correlation is significant at the 0.01 level (2-tailed).

a.Listwise N=22

Table Key: 1. Successful work life, 2. Happy family life, 3. Fulfilling leisure pursuits, 4. Satisfying friendships, 5. Varied social life, 6. Early retirement, 7. Personal fulfillment through hobbies, 8. Life-long learning, 9. Children's academic success, 10. Compatible relationship, 11. Good prospects of promotion at work, 12. Financially comfortable, 13. Voluntary work in the community

Table 147. Correlation Coefficients for Aspects of Life: Silicon Valley

Correlations

		1.	2.	3.	4.	5.	6.	7.	8.	9.	10	11.	12.	13.
1.	Pearson Corre	1.000	-.031	-.331	-.386	-.343	.008	-.414	-.047	.231	-.156	.573*	.867**	-.673*
	Sig. (2-tailed)	.	.912	.228	.155	.211	.976	.125	.868	.408	.579	.025	.000	.006
2.	Pearson Corre	-.031	1.000	.221	.018	-.354	-.165	.132	.115	.182	.465	.369	-.206	.294
	Sig. (2-tailed)	.912	.	.428	.949	.195	.557	.638	.683	.516	.081	.176	.462	.287
3.	Pearson Corre	-.331	.221	1.000	.746**	.616*	-.092	.589*	.258	-.484	.096	-.288	-.344	.457
	Sig. (2-tailed)	.228	.428	.	.001	.014	.744	.021	.353	.068	.733	.297	.209	.087
4.	Pearson Corre	-.386	.018	.746**	1.000	.749**	.020	.347	.354	-.570*	.285	-.545*	-.422	.294
	Sig. (2-tailed)	.155	.949	.001	.	.001	.945	.205	.195	.027	.304	.036	.117	.287
5.	Pearson Corre	-.343	-.354	.616*	.749**	1.000	.450	.356	-.083	-.777**	-.110	-.744**	-.276	.113
	Sig. (2-tailed)	.211	.195	.014	.001	.	.092	.192	.769	.001	.696	.001	.319	.689
6.	Pearson Corre	.008	-.165	-.092	.020	.450	1.000	.335	-.370	-.356	-.015	-.361	.086	-.268
	Sig. (2-tailed)	.976	.557	.744	.945	.092	.	.222	.175	.193	.959	.187	.761	.333
7.	Pearson Corre	-.414	.132	.589*	.347	.356	.335	1.000	.252	-.166	.337	-.139	-.333	.501
	Sig. (2-tailed)	.125	.638	.021	.205	.192	.222	.	.365	.555	.219	.621	.226	.057
8.	Pearson Corre	-.047	.115	.258	.354	-.083	-.370	.252	1.000	.273	.450	.260	.000	.343
	Sig. (2-tailed)	.868	.683	.353	.195	.769	.175	.365	.	.326	.092	.349	1.000	.211
9.	Pearson Corre	.231	.182	-.484	-.570*	-.777**	-.356	-.166	.273	1.000	.104	.753**	.191	-.054
	Sig. (2-tailed)	.408	.516	.068	.027	.001	.193	.555	.326	.	.712	.001	.496	.849
10	Pearson Corre	-.156	.465	.096	.285	-.110	-.015	.337	.450	.104	1.000	.042	-.171	.360
	Sig. (2-tailed)	.579	.081	.733	.304	.696	.959	.219	.092	.712	.	.881	.543	.188
11.	Pearson Corre	.573*	.369	-.288	-.545*	-.744**	-.361	-.139	.260	.753**	.042	1.000	.397	-.083
	Sig. (2-tailed)	.025	.176	.297	.036	.001	.187	.621	.349	.001	.881	.	.143	.768
12.	Pearson Corre	.867**	-.206	-.344	-.422	-.276	.086	-.333	.000	.191	-.171	.397	1.000	-.554*
	Sig. (2-tailed)	.000	.462	.209	.117	.319	.761	.226	1.000	.496	.543	.143	.	.032
13.	Pearson Corre	-.673**	.294	.457	.294	.113	-.268	.501	.343	-.054	.360	-.083	-.554*	1.000
	Sig. (2-tailed)	.006	.287	.087	.287	.689	.333	.057	.211	.849	.188	.768	.032	.

*.Correlation is significant at the 0.05 level (2-tailed).

**.Correlation is significant at the 0.01 level (2-tailed).

a. Listwise N=15

Table Key: 1. Successful work life, 2. Happy family life, 3. Fulfilling leisure pursuits, 4. Satisfying friendships, 5. Varied social life, 6. Early retirement, 7. Personal fulfillment through hobbies, 8. Life-long learning, 9. Children's academic success, 10. Compatible relationship, 11. Good prospects of promotion at work, 12. Financially comfortable, 13. Voluntary work in the community

Positive Correlations

With regard to positive correlations, it is interesting to note that the majority of the activities that are positively correlated belong to the same group. This can be seen in the following cases:

Work group: Successful work life is positively correlated good prospects of promotion at work (r=.754, p<.001), financially comfortable (r=.777, p<.001). Good prospects of promotion at work is positively correlated with financially comfortable (r=.702, p<.001).

Home group: Happy family life is positively correlated with compatible relationship (r=.534, p<.001).

Leisure Group: Fulfilling leisure pursuits is positively correlated with satisfying friendships ((r=.717, p<.001), with varied social life (r=.561, p<.001), with personal fulfillment through hobbies (r=.740, p<.001), with voluntary work in the community (r=.429, p<.001). Satisfying friendships is positively correlated with varied social life (r=.682, p<.001), with personal fulfillment through hobbies (r=.604, p<.001), and with life-long learning (r=.382, p<.001), with voluntary work in the community (r=..410, p<.001). Varied social life is positively correlated with personal fulfillment through hobbies (r=.467, p<.001). Personal fulfillment through hobbies is positively correlated with voluntary work in the community (r=.395, p<.001). Life-long learning is positively correlated with voluntary work in the community (r=.495, p<.001).

Positive correlations that do not belong to the same group are as follows: Life-long learning (leisure) and compatible relationship (home), (r=.415, p<.001). Children's academic success (home) and good prospects of promotion at work (work), (r=.428, p<.001). Fulfilling leisure pursuits (leisure) and compatible relationship (home), (r=.361, p<.005). Satisfying friendships (leisure) and compatible relationship (home), (r=.371, p<.005). The lack of positive correlation between the groups of work and home, and leisure and work are particularly striking.

Results of Positive Correlations

Results indicate that the greatest positive correlations occur between aspects of life of the same group, whether work, home, or leisure. There is also some positive correlation that occurs between aspects of life in the groups of leisure and home (three positive correlations noted). Just one positive correlation was found to occur between aspects of life in the groups of home and work.

Negative Correlations

With regard to negative correlations, it is interesting to note that in all cases, aspects of life that are negatively correlated do not belong to the same group. This can be seen in the following cases:

Successful work life (work) is negatively correlated with **fulfilling leisure pursuits** (leisure), (r= -.472, p<.001), and personal fulfillment through hobbies (leisure), (r= -.458, p<.001).

Varied social life (leisure) is negatively correlated with **children's academic success** (home), (r= -.423, p<.001).

Fulfilling leisure pursuits (leisure) is negatively correlated with **financially comfortable** (work), (r= -.353, p<.005).

Results of Negative Correlations

Aspects of life were negatively correlated in four cases: work with leisure in three cases, leisure with home in one case. These results imply that certain aspects of life pertaining to work, and others pertaining to leisure, negatively affect the pursuit of each other.

Differences in Correlations Between Silicon Valley and Dublin

Major differences between correlations of aspects of life for Dublin and Silicon Valley correlations were found in six cases. These are listed below:

Successful work life (work) and **voluntary work in the community** (leisure): combined r= -.314, p<.005; Dublin r=.113; Silicon Valley, r= -.673, p<.001. This combined correlation without significance shows a negative correlation of 99 percent significance for Silicon Valley, and a positive correlation without significance for Dublin.

Varied social life (leisure), and **early retirement** (work): combined r=.113; Dublin r= -.042; Silicon Valley r=.450. Dublin shows a negative correlation whereas Silicon Valley shows a positive correlation, though neither is significant.

Varied social life (leisure), and **good prospects of promotion at work** (work): combined r= -.228; Dublin r=.102; Silicon Valley r=-.744, p<.001. Silicon Valley shows a negative correlation with a 99 per cent level of significance, whereas Dublin shows a non-significant positive correlation.

Financially comfortable (work), and **voluntary work in the community** (leisure): combined r=-.265; Dublin r=.200; Silicon Valley r= -.554. p<.005. Silicon valley shows a

negative correlation with a 95 per cent level of significance, whereas Dublin shows a non-significant positive correlation.

Results of Differences in Correlations

Major differences between Silicon Valley and Dublin correlations occurred in four cases. In the case of successful work life (work) being correlated with voluntary work in the community (leisure), varied social life (leisure) being correlated with good prospects of promotion at work (work), and financially comfortable (work) being correlated with voluntary work in the community (leisure), Silicon Valley correlations were negative, while Dublin correlations were positive. In the case of varied social life (leisure) correlated with early retirement (work), Silicon Valley correlation was positive, while Dublin correlation were negative.

Question 11. In the last month, please indicate the approximate number of hours spent on each of the following:

Activities	Hours
Hobbies/Leisuretime/Socialising	
Family time	
Fulfilling leisure pursuits	
Training or academic pursuits	
Work	

Table 148. Frequencies for time spent at various activities: Combined Dublin and Silicon Valley

Statistics

		Place where survey was carried out	Hours spent at various activities per month: Hobbies/Leisuretime/Socialising	Hours spent at various activities per month: Family time	Hours spent at various activities per month: Fulfilling leisure pursuits	Hours spent at various activities per month: Training or academic pursuits	Hours spent at various activities per month: Work
N	Valid	37	37	37	37	37	37
	Missing	0	0	0	0	0	0
Mean		1.59	44.62	48.43	23.11	10.78	161.05
Median		2.00	40.00	30.00	16.00	10.00	160.00
Mode		2	40	10	10	0	160
Std. Deviation		.50	35.24	51.50	18.55	12.87	55.54
Variance		.25	1242.19	2652.31	344.27	165.62	3085.00
Range		1	195	225	80	50	320
Minimum		1	5	0	0	0	0
Maximum		2	200	225	80	50	320
Sum		59	1651	1792	855	399	5959

Table 149. Frequencies for Dublin and Silicon Valley Activities

Location	Activity	Mean	Median	Mode	Std. Dev.	Variance	Range	Minimum	Maximum
Dublin	Hobbies	48.68	44	50	41.29	1704.8	195	5	200
Silicon Valley	Hobbies	38.67	40	40	23.94	573.10	75	5	80
Dublin	Family Time	50.77	21	10	45.06	2030.38	150	10	160
Silicon Valley	Family Time	45	10	0	61.27	3753.57	225	0	225
Dublin	Fulfilling Leisure Pursuits	23.86	18	10	14.68	215.36	50	0	50
Silicon Valley	Fulfilling Leisure Pursuits	22	10	10	23.66	560	80	0	80
Dublin	Training/ Academic Pursuits	13.36	10	0	15.29	233.86	50	0	50
Silicon Valley	Training/ Academic Pursuits	7	10	0	7.02	49.29	40	0	40
Dublin	Work	161.09	160	160	30.51	930.34	140	100	240
Silicon Valley	Work	161	170	2	80.85	6536.43	320	0	320

Table 150. Crosstabulations for time spent at various activities

Case Processing Summary

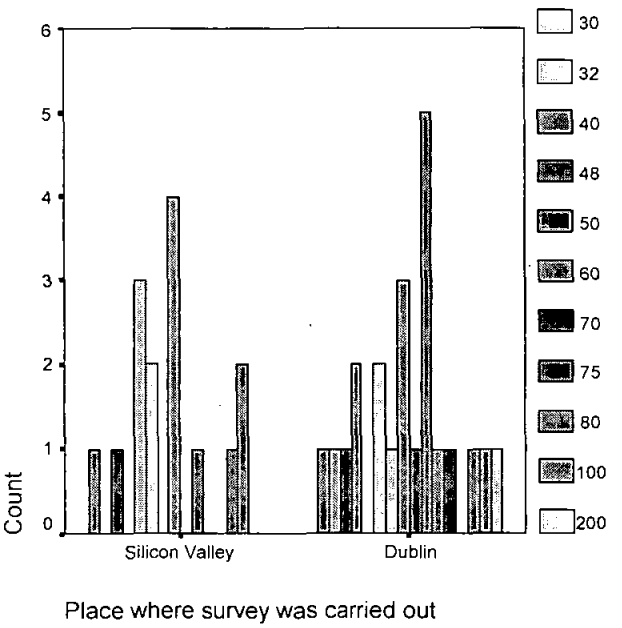
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Place where survey was carried out * Hours spent at various activities per month: Hobbies/Leisuretime/Socialising	37	100.0%	0	.0%	37	100.0%
Place where survey was carried out * Hours spent at various activities per month: Family time	37	100.0%	0	.0%	37	100.0%
Place where survey was carried out * Hours spent at various activities per month: Fulfilling leisure pursuits	37	100.0%	0	.0%	37	100.0%
Place where survey was carried out * Hours spent at various activities per month: Training or academic pursuits	37	100.0%	0	.0%	37	100.0%
Place where survey was carried out * Hours spent at various activities per month: Work	37	100.0%	0	.0%	37	100.0%

Table 151. Place where survey was carried out * Hours spent at various activities per month: Hobbies/Leisuretime/Socialising

Crosstab

			Hours spent at various activities per month: Hobbies/Leisuretime/Socialising															
			5	6	10	15	20	30	32	40	48	50	60	70	75	80	100	200	Total
Place where was	Silicon V	Count	1		1		3	2		4		1			1	2			15
		% within Place survey was ca	6.7%		6.7%		20.0%	13.3%		26.7%		6.7%			6.7%	13.3%			00.0%
		% within Hour at various acti per month: Hobbies/Leisu Socialising	50.0%		50.0%		00.0%	50.0%		57.1%		16.7%			00.0%	66.7%			40.5%
		% of Total	2.7%		2.7%		8.1%	5.4%		10.8%		2.7%			2.7%	5.4%			40.5%
	Dublin	Count	1	1	1	2		2	1	3	1	5	1	1		1	1	1	22
		% within Place survey was ca	4.5%	4.5%	4.5%	9.1%		9.1%	4.5%	13.6%	4.5%	22.7%	4.5%	4.5%		4.5%	4.5%	4.5%	00.0%
		% within Hour at various acti per month: Hobbies/Leisu Socialising	50.0%	00.0%	50.0%	00.0%		50.0%	00.0%	42.9%	00.0%	83.3%	00.0%	00.0%		33.3%	00.0%	00.0%	59.5%
		% of Total	2.7%	2.7%	2.7%	5.4%		5.4%	2.7%	8.1%	2.7%	13.5%	2.7%	2.7%		2.7%	2.7%	2.7%	59.5%
Total		Count	2	1	2	2	3	4	1	7	1	6	1	1	1	3	1	1	37
		% within Place survey was ca	5.4%	2.7%	5.4%	5.4%	8.1%	10.8%	2.7%	18.9%	2.7%	16.2%	2.7%	2.7%	2.7%	8.1%	2.7%	2.7%	00.0%
		% within Hour at various acti per month: Hobbies/Leisu Socialising	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%
		% of Total	5.4%	2.7%	5.4%	5.4%	8.1%	10.8%	2.7%	18.9%	2.7%	16.2%	2.7%	2.7%	2.7%	8.1%	2.7%	2.7%	00.0%

Figure 74. Bar chart of place where survey was carried out showing hours spent at various activities per month: Hobbies/Leisuretime/Socialising



Hours Spent on Hobbies/Leisuretime/Socialising

Data for hours spent at various activities per month for hobbies/leisuretime/socialising showed a large variation in responses, especially from Dublin respondents. Variance was 1704.8 and standard deviation was 41.29. The range of Dublin replies was between 5 and 200 hours per month. The largest group of Dublin respondents (5: 22.7 per cent) reported that they spent 50 hours each month on hobbies/leisuretime/socialising. 3 Dublin respondents (13.6 percent) reported spending 40 hours each month on hobbies, while 2 (9.1 percent) respondents reported spending 30 hours on hobbies. A further 2 Dublin respondents (9.1 percent) reported spending 15 hours on hobbies. The most common range of hours reported to be spent on hobbies, occurred within the 30 to 50 hour period, reported by 12 (54.5 per cent) of Dublin respondents.

In Silicon Valley, there was less variation in reply. Variance was 570.20, and standard deviation was 23.94. The range of hours spent on hobbies was from 5 to 80 hours per month. The largest group of Silicon Valley respondents (4, 26.7 per cent) reported that they spent 40 hours each month on hobbies/leisuretime/socialising. 3 Silicon Valley respondents (20 percent) reported spending 20 hours each month on hobbies,

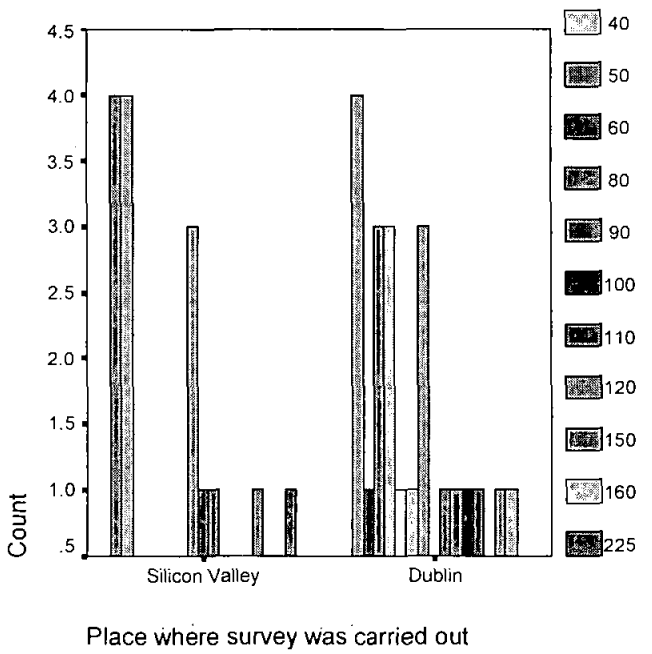
while 2 (13.3 percent) respondents reported spending 30 hours on hobbies. A further 2 Silicon Valley respondents (13.3 percent) reported spending 80 hours on hobbies. The most common range of hours reported to be spent on hobbies, occurred within the 20 to 40 hour period, reported by 9 Silicon Valley respondents (60 per cent). This compares with 54.5 per cent of Dublin respondents spending between 30 and 50 hours each month on hobbies. Results therefore indicate that Dublin respondents spend more hours on hobbies each month than Silicon Valley respondents.

Table 152. Place where survey was carried out * Hours spent at various activities per month: Family time

Crosstab

			Hours spent at various activities per month: Family time																	
			0	10	15	20	30	32	40	50	60	80	90	100	110	120	150	160	225	Total
Place wher	Silicon	Count	4	4						3	1	1				1			1	15
was carriec		% within Pla survey was	6.7%	6.7%						20.0%	6.7%	6.7%				6.7%			6.7%	0.0%
		% within Hou at various ac month: Fami	0.0%	50.0%						50.0%	0.0%	50.0%				0.0%			0.0%	0.5%
		% of Total	0.8%	0.8%						8.1%	2.7%	2.7%				2.7%			2.7%	0.5%
	Dublin	Count		4	1	3	3	1	1	3		1	1	1	1		1	1		22
		% within Pla survey was		18.2%	4.5%	3.6%	3.6%	4.5%	4.5%	13.6%		4.5%	4.5%	4.5%	4.5%		4.5%	4.5%		0.0%
		% within Hou at various ac month: Fami		50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%		50.0%	0.0%	0.0%	0.0%		0.0%	0.0%		59.5%
		% of Total		10.8%	2.7%	8.1%	8.1%	2.7%	2.7%	8.1%		2.7%	2.7%	2.7%	2.7%		2.7%	2.7%		59.5%
Total		Count	4	8	1	3	3	1	1	6	1	2	1	1	1	1	1	1	1	37
		% within Pla survey was	0.8%	21.6%	2.7%	8.1%	8.1%	2.7%	2.7%	16.2%	2.7%	5.4%	2.7%	2.7%	2.7%	2.7%	2.7%	2.7%	2.7%	0.0%
		% within Hou at various ac month: Fami	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
		% of Total	0.8%	21.6%	2.7%	8.1%	8.1%	2.7%	2.7%	16.2%	2.7%	5.4%	2.7%	2.7%	2.7%	2.7%	2.7%	2.7%	2.7%	0.0%

Figure 75. Bar chart of place where survey was carried out showing hours spent at various activities per month: Family Time



Hours Spent at Family Time

Data for hours spent at various activities per month for family time showed a large variation in responses for both Dublin and Silicon Valley respondents. In Dublin variance was 2050.38 and standard deviation was 45.06. The range of Dublin replies was from 10 to 160 hours per month. The largest group of Dublin respondents (4, 18.2 per cent) reported that they spent 10 hours each month on family time. 3 Dublin respondents (13.6 percent) reported spending 20 hours each month on family, while a further 3 (9.1 percent) respondents reported spending 30 hours. 3 Dublin respondents (9.1 percent) also reported spending 50 hours on family. The most common range of hours reported to be spent on family time, occurred within the 10 to 50 hour period, reported by 16 (72.7 per cent) of Dublin respondents.

In Silicon Valley there was an immense variation in replies for hours spent on family time, ranging from 0 to 225 hours per month. Variance was 3753.57, and standard deviation was 61.27. The largest group of Silicon Valley respondents (4, 26.7 per cent) reported that they spent 0 hours each month with family. A further 4 Silicon Valley respondents (26.7 per cent) reported spending 10 hours with family per month. 3 Silicon

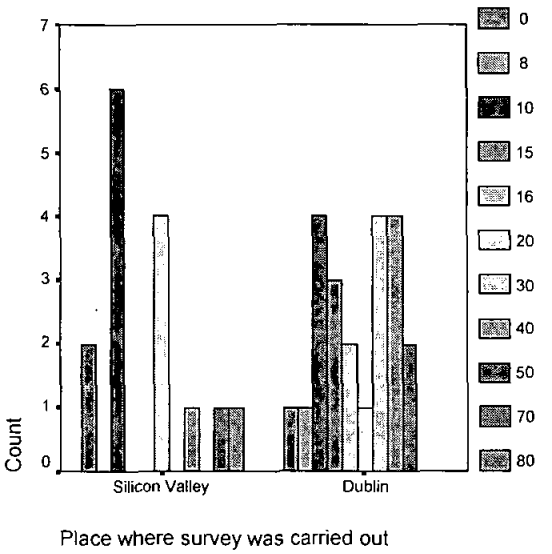
Valley respondents (20 percent) reported spending 50 hours each month on family time. The most common range of hours reported to be spent on family, occurred within the 10 to 50 hour period, reported by 7 (46.7 per cent) of Silicon Valley respondents. This compares with 72.7 per cent of Dublin respondents spending between 10 and 50 hours each month on family time. Results therefore indicate that Dublin respondents spend more hours with family each month than Silicon Valley respondents.

Table 153. Place where survey was carried out * Hours spent at various activities per month: Fulfilling leisure pursuits

Crosstab

			Hours spent at various activities per month: Fulfilling leisure pursuits											Total
			0	8	10	15	16	20	30	40	50	70	80	
Place where surv	Silicon Valle	Count	2		6			4		1		1	1	15
was carried out		% within Place wh survey was carried	13.3%		40.0%			26.7%		6.7%		6.7%	6.7%	100.0%
		% within Hours sp at various activities per month: Fulfillin leisure pursuits	66.7%		60.0%			80.0%		20.0%		100.0%	100.0%	40.5%
		% of Total	5.4%		16.2%			10.8%		2.7%		2.7%	2.7%	40.5%
	Dublin	Count	1	1	4	3	2	1	4	4	2			22
		% within Place wh survey was carried	4.5%	4.5%	18.2%	13.6%	9.1%	4.5%	18.2%	18.2%	9.1%			100.0%
		% within Hours sp at various activities per month: Fulfillin leisure pursuits	33.3%	100.0%	40.0%	100.0%	100.0%	20.0%	100.0%	80.0%	100.0%			59.5%
		% of Total	2.7%	2.7%	10.8%	8.1%	5.4%	2.7%	10.8%	10.8%	5.4%			59.5%
Total		Count	3	1	10	3	2	5	4	5	2	1	1	37
		% within Place wh survey was carried	8.1%	2.7%	27.0%	8.1%	5.4%	13.5%	10.8%	13.5%	5.4%	2.7%	2.7%	100.0%
		% within Hours sp at various activities per month: Fulfillin leisure pursuits	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	8.1%	2.7%	27.0%	8.1%	5.4%	13.5%	10.8%	13.5%	5.4%	2.7%	2.7%	100.0%

Figure 76. Bar chart of place where survey was carried out showing hours spent at various activities per month: Fulfilling Leisure Pursuits



Hours Spent at Fulfilling Leisure Pursuits

For Dublin respondents, data reported for hours spent at various activities per month for fulfilling leisure pursuits was within the range 0 to 50 hours. Variance was 215.36, and standard deviation was 14.68. The largest group of Dublin respondents (4: 18.2 per cent) reported that they spent 10 hours each month on leisure pursuits. 4 Dublin respondents (18.2 percent) reported spending 30 hours each month, while a further 4 respondents (18.2 percent) reported spending 40 hours on leisure pursuits. The most common range of hours reported being spent on leisure pursuits, occurred within the 10 to 40 hour period, reported by 18 Dublin respondents (81.8 per cent).

In Silicon Valley data reported for hours spent at various activities per month for fulfilling leisure pursuits was within the range 0 to 80 hours. Variance was greater than for Dublin, 3753.57, and standard deviation was also greater at 23.66. The largest group of Silicon Valley respondents (6: 40 per cent) reported that they spent 10 hours each month on leisure pursuits. A further 4 Silicon Valley respondents (26.7 per cent) reported spending 20 hours on leisure pursuits per month. The most common range of hours reported to be spent on leisure pursuits, occurred within the 10 to 20 hour period, reported by 10 (66.7 per cent) of Silicon Valley respondents. This compares with 81.8 per cent of Dublin respondents spending between 10 and 40 hours each month on leisure pursuits.

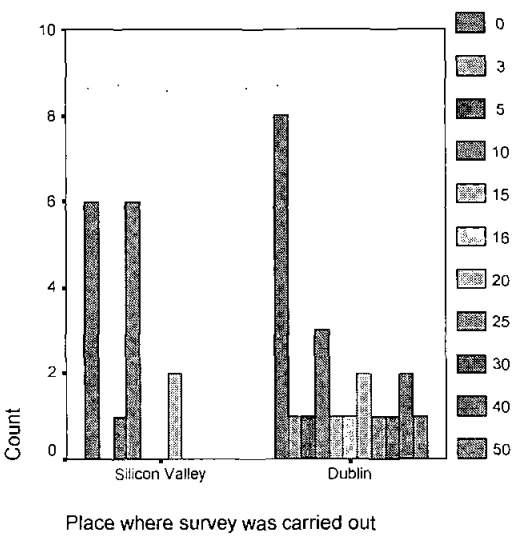
Results therefore indicate that Dublin respondents spend more hours on leisure pursuits each month than Silicon Valley respondents.

Table 154. Place where survey was carried out * Hours spent at various activities per month: Training or academic pursuits

Crosstab

			Hours spent at various activities per month: Training or academic pursuits											Total
			0	3	5	10	15	16	20	25	30	40	50	
Place where su	Silicon Val	Count	6		1	6			2					15
was carried out		% within Place w survey was carri	40.0%		6.7%	40.0%			13.3%					100.0%
		% within Hours s at various activiti per month: Traini academic pursuit	42.9%		50.0%	66.7%			50.0%					40.5%
		% of Total	16.2%		2.7%	16.2%			5.4%					40.5%
	Dublin	Count	8	1	1	3	1	1	2	1	1	2	1	22
		% within Place w survey was carrie	36.4%	4.5%	4.5%	13.6%	4.5%	4.5%	9.1%	4.5%	4.5%	9.1%	4.5%	100.0%
		% within Hours s at various activiti per month: Traini academic pursuit	57.1%	100.0%	50.0%	33.3%	100.0%	100.0%	50.0%	100.0%	100.0%	100.0%	100.0%	59.5%
		% of Total	21.6%	2.7%	2.7%	8.1%	2.7%	2.7%	5.4%	2.7%	2.7%	5.4%	2.7%	59.5%
Total		Count	14	1	2	9	1	1	4	1	1	2	1	37
		% within Place w survey was carrie	37.8%	2.7%	5.4%	24.3%	2.7%	2.7%	10.8%	2.7%	2.7%	5.4%	2.7%	100.0%
		% within Hours s at various activiti per month: Traini academic pursuit	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	37.8%	2.7%	5.4%	24.3%	2.7%	2.7%	10.8%	2.7%	2.7%	5.4%	2.7%	100.0%

Figure 77. Bar chart of place where survey was carried out showing hours spent at various activities per month: Training or Academic Pursuits



For Dublin respondents, data reported for hours spent at various activities per month for training or academic pursuits was within the range 0 to 50 hours. Variance was 233.86, and standard deviation was 15.29. The largest group of Dublin respondents (8: 36.4 per cent) reported that they spent 0 hours each month on academic pursuits. 3 Dublin respondents (13.6 percent) reported spending 10 hours each month on academic pursuits. The most common range of hours reported for academic pursuits, occurred within the 0 to 10 hour period, reported by 13 Dublin respondents (59 per cent).

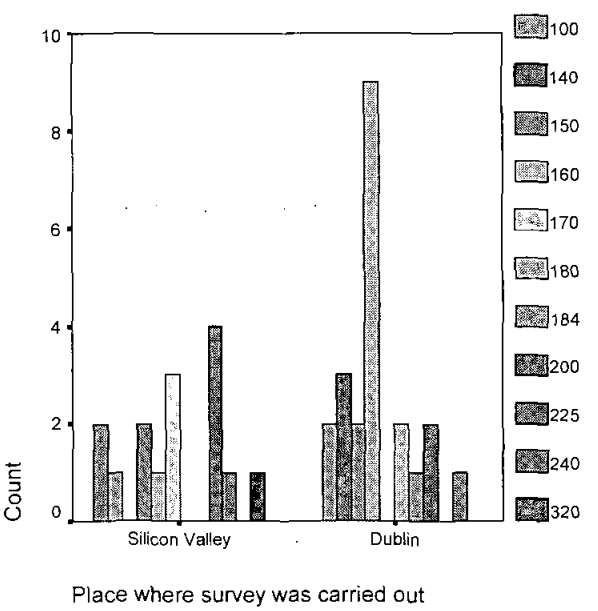
In Silicon Valley data reported for hours spent at various activities per month for training and academic pursuits was within the range 0 to 20 hours. Variance was quite low at 49.26, and standard deviation was 7.02. Silicon Valley respondents (6: 40 per cent) reported that they spent 0 hours each month on academics, while a further 6 Silicon Valley residents (40 per cent) reported spending 10 hours on academic pursuits per month. The most common range of hours reported to be spent on training and academic pursuits, occurred within the 0 to 10 hour period, reported by 11 (86.7 per cent) of Silicon Valley respondents. Results show quite a high percentage of Dublin (36.4 percent) and Silicon Valley respondents (40 percent) reported that they spent no time on academic pursuits, although 22.6 per cent of Dublin and 46.7 per cent of Silicon Valley respondents spent up to 10 hours on training and academic pursuits each month.

Table 155. Place where survey was carried out * Hours spent at various activities per month: Work

Crosstab

			Hours spent at various activities per month: Work												Total
			0	100	140	150	160	170	180	184	200	225	240	320	
Place where survey was carried	Silicon V	Count	2	1		2	1	3			4	1		1	15
		% within Plac survey was ca	13.3%	6.7%		13.3%	6.7%	20.0%			26.7%	6.7%		6.7%	00.0%
		% within Hour at various acti per month: W	00.0%	33.3%		50.0%	10.0%	00.0%			66.7%	00.0%		00.0%	40.5%
		% of Total	5.4%	2.7%		5.4%	2.7%	8.1%			10.8%	2.7%		2.7%	40.5%
	Dublin	Count		2	3	2	9		2	1	2		1		22
		% within Plac survey was ca		9.1%	13.6%	9.1%	40.9%		9.1%	4.5%	9.1%		4.5%		00.0%
		% within Hour at various acti per month: W		66.7%	00.0%	50.0%	90.0%		00.0%	00.0%	33.3%		00.0%		59.5%
		% of Total		5.4%	8.1%	5.4%	24.3%		5.4%	2.7%	5.4%		2.7%		59.5%
Total		Count	2	3	3	4	10	3	2	1	6	1	1	1	37
		% within Plac survey was ca	5.4%	8.1%	8.1%	10.8%	27.0%	8.1%	5.4%	2.7%	16.2%	2.7%	2.7%	2.7%	00.0%
		% within Hour at various acti per month: W	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%
		% of Total	5.4%	8.1%	8.1%	10.8%	27.0%	8.1%	5.4%	2.7%	16.2%	2.7%	2.7%	2.7%	00.0%

Figure 78. Bar chart of place where survey was carried out showing hours spent at various activities per month: Work



Hours Spent at Work

For Dublin respondents, data reported for hours spent at work per month was within the range 100 to 240. Variance was 930.34, and standard deviation was 30.51. The largest group of Dublin respondents (9: 40.9 per cent) reported that they spent 160 hours each month at work. The most common range of hours reported for work, occurred within the 140 to 160 hour period, reported by 14 Dublin respondents (63.6 per cent).

In Silicon Valley data reported for hours spent at work was within the range 0 to 320 hours. Variance was very high at 6536.43, and standard deviation was 80.85. Silicon Valley respondents (4: 26.7 per cent) reported that they spent 200 hours each month at work, while 3 Silicon Valley respondents (20 per cent) reported spending 170 hours at work. The most common range of hours reported to be spent at work, occurred within the 150 to 200 hour period, reported by 10 (66.6 per cent) of Silicon Valley respondents. Results indicate that the majority of Dublin respondents (63.6 percent) work between 140 and 160 hours per month, while the majority of Silicon Valley respondents (66.6 percent) report a higher number of hours spent working per month of between 150 and 200 hours.

Pearson Bivariate Correlations

Table 156. Total Correlation Coefficients for Time spent on various Activities for Silicon Valley and Dublin

Correlations

		Hours spent at various activities per month: Hobbies/Leisuretime/Socialising	Hours spent at various activities per month: Family time	Hours spent at various activities per month: Fulfilling leisure pursuits	Hours spent at various activities per month: Training or academic pursuits	Hours spent at various activities per month: Work
Hours spent at various activities per month: Hobbies/Leisuretime/Socialising	Pearson Correlation	1.000	.138	.290	.026	-.247
	Sig. (2-tailed)	.	.416	.082	.877	.141
	N	37	37	37	37	37
Hours spent at various activities per month: Family time	Pearson Correlation	.138	1.000	.001	.075	-.217
	Sig. (2-tailed)	.416	.	.995	.658	.197
	N	37	37	37	37	37
Hours spent at various activities per month: Fulfilling leisure pursuits	Pearson Correlation	.290	.001	1.000	.345*	-.113
	Sig. (2-tailed)	.082	.995	.	.037	.507
	N	37	37	37	37	37
Hours spent at various activities per month: Training or academic pursuits	Pearson Correlation	.026	.075	.345*	1.000	.103
	Sig. (2-tailed)	.877	.658	.037	.	.544
	N	37	37	37	37	37
Hours spent at various activities per month: Work	Pearson Correlation	-.247	-.217	-.113	.103	1.000
	Sig. (2-tailed)	.141	.197	.507	.544	.
	N	37	37	37	37	37

*. Correlation is significant at the 0.05 level (2-tailed).

Table 157. Total Correlation Coefficients for time spent at various activities for Silicon Valley

Correlations

		Hours spent at various activities per month: Hobbies/Leisuretime/Socialising	Hours spent at various activities per month: Family time	Hours spent at various activities per month: Fulfilling leisure pursuits	Hours spent at various activities per month: Training or academic pursuits	Hours spent at various activities per month: Work
Hours spent at various activities per month: Hobbies/Leisuretime/Socialising	Pearson Correlation	1.000	.425	.635*	-.004	-.634*
	Sig. (2-tailed)	.	.114	.011	.988	.011
	N	15	15	15	15	15
Hours spent at various activities per month: Family time	Pearson Correlation	.425	1.000	-.111	-.170	-.380
	Sig. (2-tailed)	.114	.	.694	.544	.162
	N	15	15	15	15	15
Hours spent at various activities per month: Fulfilling leisure pursuits	Pearson Correlation	.635*	-.111	1.000	.168	-.150
	Sig. (2-tailed)	.011	.694	.	.550	.592
	N	15	15	15	15	15
Hours spent at various activities per month: Training or academic pursuits	Pearson Correlation	-.004	-.170	.168	1.000	.308
	Sig. (2-tailed)	.988	.544	.550	.	.265
	N	15	15	15	15	15
Hours spent at various activities per month: Work	Pearson Correlation	-.634*	-.380	-.150	.308	1.000
	Sig. (2-tailed)	.011	.162	.592	.265	.
	N	15	15	15	15	15

*. Correlation is significant at the 0.05 level (2-tailed).

Table 158. Total Correlation Coefficients for time spent at various activities for Dublin

Correlations

		Hours spent at various activities per month: Hobbies/Leisuretime/Socialising	Hours spent at various activities per month: Family time	Hours spent at various activities per month: Fulfilling leisure pursuits	Hours spent at various activities per month: Training or academic pursuits	Hours spent at various activities per month: Work
Hours spent at various activities per month: Hobbies/Leisuretime/Socialising	Pearson Correlation	1.000	-.006	.127	-.010	-.009
	Sig. (2-tailed)	.	.979	.574	.966	.970
	N	22	22	22	22	22
Hours spent at various activities per month: Family time	Pearson Correlation	-.006	1.000	.158	.172	.139
	Sig. (2-tailed)	.979	.	.482	.443	.536
	N	22	22	22	22	22
Hours spent at various activities per month: Fulfilling leisure pursuits	Pearson Correlation	.127	.158	1.000	.524*	-.016
	Sig. (2-tailed)	.574	.482	.	.012	.943
	N	22	22	22	22	22
Hours spent at various activities per month: Training or academic pursuits	Pearson Correlation	-.010	.172	.524*	1.000	.021
	Sig. (2-tailed)	.966	.443	.012	.	.927
	N	22	22	22	22	22
Hours spent at various activities per month: Work	Pearson Correlation	-.009	.139	-.016	.021	1.000
	Sig. (2-tailed)	.970	.536	.943	.927	.
	N	22	22	22	22	22

*. Correlation is significant at the 0.05 level (2-tailed).

Pearson bivariate correlation (two-tailed) tables for various activities indicate the following **positive** correlations at 95 percent level of significance:
Combined Dublin and Silicon Valley table: Fulfilling leisure pursuits, and training/ academic pursuits **(r=.345, p<.005).** Dublin table: Fulfilling leisure pursuits, and training and academic pursuits **(r=.524, p<.005).** Silicon Valley table: Fulfilling leisure pursuits, and hobbies, leisuretime and socialising **(r=.635, p<.005).**

Pearson bivariate correlation (two-tailed) tables for various activities indicate the following **negative** correlations at 0.05 (95 percent) level of significance: Silicon Valley table: Hobbies and leisure, and work **(r=-.635, p<.005).**

Differences in correlations between Silicon Valley and Dublin indicate that, in the case of Dublin, fulfilling leisure pursuits and training/academic pursuits are positively correlated, while in the case of Silicon Valley, fulfilling leisure pursuits and hobbies, leisuretime and socialising are positively correlated. In the case of Silicon Valley, hobbies, leisuretime and socialising, and work are negatively correlated.

Question 12. Please indicate which of the following needs are adequately met by your current employment, with 100% indicating needs are fully met, and 0 indicating that these needs are not met at all.

Needs Met by Current Employment	%
Financial security	
Sense of belonging	
Feeling of contributing	
Sense of achievement	

Table 159. Frequencies of Needs Met by Current Employment: Combined Dublin and Silicon Valley

Statistics

		Place where survey was carried out	Needs met by employment: Financial security (%)	Needs met by employment: Sense of belonging (%)	Needs met by employment: Feeling of contributing (%)	Needs met by employment: Sense of achievement (%)
N	Valid	37	37	37	37	37
	Missing	0	0	0	0	0
Mean		1.59	57.43	51.49	50.68	46.84
Mode		2	50	40[a]	50	50
Std. Deviation		.50	27.48	26.92	24.21	22.75
Variance		.25	755.03	724.81	586.34	517.75
Range		1	100	100	90	80
Minimum		1	0	0	0	0
Maximum		2	100	100	90	80
Sum		59	2125	1905	1875	1733

a. Multiple modes exist. The smallest value is shown

Table 160. Descriptive Statistics for Dublin: Needs Met by Current Employment

Descriptive Statistics

	Mean	Std. Deviation	N
Needs met by employment: Financial security (%)	53.41	27.01	22
Needs met by employment: Sense of belonging (%)	54.09	29.14	22
Needs met by employment: Feeling of contributing (%)	53.64	26.10	22
Needs met by employment: Sense of achievement (%)	47.64	25.18	22

Table 161. Correlations: Needs Met by Current Employment: Dublin

Correlations

		Needs met by employment: Financial security (%)	Needs met by employment: Sense of belonging (%)	Needs met by employment: Feeling of contributing (%)	Needs met by employment: Sense of achievement (%)
Needs met by employment: Financial security (%)	Pearson Correlation	1.000	.290	.400	.468*
	Sig. (2-tailed)	.	.190	.065	.028
	N	22	22	22	22
Needs met by employment: Sense of belonging (%)	Pearson Correlation	.290	1.000	.759**	.645**
	Sig. (2-tailed)	.190	.	.000	.001
	N	22	22	22	22
Needs met by employment: Feeling of contributing (%)	Pearson Correlation	.400	.759**	1.000	.539**
	Sig. (2-tailed)	.065	.000	.	.010
	N	22	22	22	22
Needs met by employment: Sense of achievement (%)	Pearson Correlation	.468*	.645**	.539**	1.000
	Sig. (2-tailed)	.028	.001	.010	.
	N	22	22	22	22

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Descriptive Statistics: Dublin

Dublin respondents chose a sense of belonging (mean: 54.09) as the need that is most met by current employment. This was closely followed by a feeling of contributing (mean: 53.64), and financial security (mean: 53.41). Sense of achievement was the need least met by current employment (mean: 47.64).

Positive Correlations: Dublin

Pearson bivariate correlation (two-tailed) tables for needs met by current employment as reported by Dublin residents indicate the following **positive** correlations:

Financial security, and sense of achievement **(r=.468, p<.005)**

Sense of belonging, and feeling of contributing **(r=.759, p<.001)**

Sense of belonging, and sense of achievement **(r=.645, p<.001)**

Feeling of contributing, and sense of achievement **(r=.539, p<.001)**

Table 162. Descriptive Statistics: Needs Met by Current Employment: Silicon Valley

Descriptive Statistics

	Mean	Std. Deviation	N
Needs met by employment: Financial security (%)	63.33	28.01	15
Needs met by employment: Sense of belonging (%)	47.67	23.74	15
Needs met by employment: Feeling of contributing (%)	46.33	21.25	15
Needs met by employment: Sense of achievement (%)	45.67	19.44	15

Table 163. Correlations: Needs Met by Current Employment: Silicon Valley

Correlations

		Needs met by employment: Financial security (%)	Needs met by employment: Sense of belonging (%)	Needs met by employment: Feeling of contributing (%)	Needs met by employment: Sense of achievement (%)
Needs met by employment: Financial security (%)	Pearson Correlation	1.000	.364	.589*	.632*
	Sig. (2-tailed)	.	.182	.021	.012
	N	15	15	15	15
Needs met by employment: Sense of belonging (%)	Pearson Correlation	.364	1.000	.516*	.785**
	Sig. (2-tailed)	.182	.	.049	.001
	N	15	15	15	15
Needs met by employment: Feeling of contributing (%)	Pearson Correlation	.589*	.516*	1.000	.871**
	Sig. (2-tailed)	.021	.049	.	.000
	N	15	15	15	15
Needs met by employment: Sense of achievement (%)	Pearson Correlation	.632*	.785**	.871**	1.000
	Sig. (2-tailed)	.012	.001	.000	.
	N	15	15	15	15

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Descriptive Statistics: Silicon Valley

In contrast to Dublin, Silicon Valley respondents chose financial security (mean: 63.3) as the need that is most met by current employment. This was followed by a sense of belonging (mean: 47.67), and a feeling of contributing (mean: 46.33). A sense of achievement was the need least met by current employment (mean: 45.67), which was also the need that was least met by Dublin respondents.

Positive Correlations: Silicon Valley

Pearson bivariate correlation (two-tailed) tables for needs met by current employment as reported by Silicon Valley residents indicate the following **positive** correlations:

Financial security, and feeling of contributing **(r=.589, p<.005)**

Financial security, and sense of achievement **(r=.632, p<.005)**

Sense of belonging, and feeling of contributing **(r=.516, p<.005)**

Sense of belonging, and sense of achievement **(r=.785, p<.001)**

Feeling of contributing, and sense of achievement **(r=.871, p<.005)**

Correlation Differences Between Dublin and Silicon Valley

With regard to Dublin results, financial security is not correlated with feeling of contributing, as is the case with Silicon Valley results **(r=.589, p<.005).**

Question 13. On a scale of 0 to 5 (with 0 indicating no importance and 5 indicating great importance), please indicate the importance of introducing the following to your workplace. Please also indicate with an asterisk if this facility already exists in your workplace.

Facilities	0-5 Scale
Crèche facilities	
Promotion of work-life balance	
Encouragement of further academic training	
Promotion based on seniority	
Telecommuting	
Job Sharing	
Extended maternity leave	
Paternity leave	
Funded counselling	
Unpaid leave option during family crisis	

Table 164. Frequency Statistics: Combined Dublin and Silicon Valley for introducing various facilities to the workplace

Statistics

		Place where survey was carried out	Creche facilities (0 to 5)	Promtion of work-life balance (0 to 5)	ncouragen nt of furthe academic raining (0 t 5)	Promotion based on seniority (0 to 5)	elecommu ng (0 to 5)	ob sharing (0 to 5)	Extended maternity ave (0 to 5	Paternity ave (0 to 5	Funded counselling (0 to 5)	Unpaid leav during family risis (0 to 5
N	Valid	37	37	37	37	37	37	37	37	37	37	37
	Missing	0	0	0	0	0	0	0	0	0	0	0
Mean		1.59	2.3243	3.3243	2.8378	1.3784	3.5270	2.0541	2.2432	2.6486	2.1892	3.6757
Median		2.00	3.0000	4.0000	3.0000	1.0000	4.0000	2.0000	2.0000	3.0000	2.0000	4.0000
Mode		2	.00	4.00	3.00	.00	3.00[a]	.00	.00	2.00[a]	3.00	4.00
Std. Deviation		.50	1.8266	1.5102	1.5368	1.4211	1.2244	1.7472	1.8470	1.6868	1.5427	1.1317
Variance		.25	3.3363	2.2808	2.3619	2.0195	1.4992	3.0526	3.4114	2.8453	2.3799	1.2808
Range		1	5.00	5.00	5.00	4.00	5.00	5.00	5.00	5.00	5.00	5.00
Minimum		1	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
Maximum		2	5.00	5.00	5.00	4.00	5.00	5.00	5.00	5.00	5.00	5.00
Sum		59	86.00	123.00	105.00	51.00	130.50	76.00	83.00	98.00	81.00	136.00

a.*Multiple modes exist. The smallest value is shown*

Table 165. Frequency Statistics Silicon Valley: introducing various facilities to the workplace

Statistics

		Creche facilities (0 to 5)	Promotion work-life balance (0 to 5)	Encouragement of further academic training (0 to 5)	Promotion based on seniority (0 to 5)	Telecommuting (0 to 5)	Job sharing (0 to 5)	Extended maternity leave (0 to 5)	Paternity leave (0 to 5)	Funded counselling (0 to 5)	Unpaid leave during family crisis (0 to 5)
N	Valid	15	15	15	15	15	15	15	15	15	15
	Missing	0	0	0	0	0	0	0	0	0	0
Mean		2.7333	3.2667	2.7333	1.0667	3.8667	1.9333	2.6667	2.7333	2.2667	3.6000
Median		3.0000	3.0000	3.0000	1.0000	4.0000	2.0000	2.0000	3.0000	2.0000	4.0000
Mode		1.00[a]	3.00	2.00	.00	3.00	2.00[a]	1.00[a]	2.00[a]	2.00	3.00[a]
Std. Deviation		1.6242	1.1629	1.1629	1.2228	.8338	1.3345	1.4475	1.2799	1.6242	.8281
Variance		2.6381	1.3524	1.3524	1.4952	.6952	1.7810	2.0952	1.6381	2.6381	.6857

a. Multiple modes exist. The smallest value is shown

Table 166. Frequency Statistics Dublin: introducing various facilities to the workplace

Statistics

		Creche facilities (0 to 5)	Promotion work-life balance (0 to 5)	Encouragement of further academic training (0 to 5)	Promotion based on seniority (0 to 5)	Telecommuting (0 to 5)	Job sharing (0 to 5)	Extended maternity leave (0 to 5)	Paternity leave (0 to 5)	Funded counselling (0 to 5)	Unpaid leave during family crisis (0 to 5)
N	Valid	22	22	22	22	22	22	22	22	22	22
	Missing	0	0	0	0	0	0	0	0	0	0
Mean		2.0455	3.3636	2.9091	1.5909	3.2955	2.1364	1.9545	2.5909	2.1364	3.7273
Median		2.5000	4.0000	3.0000	1.5000	3.5000	2.0000	1.5000	3.0000	3.0000	4.0000
Mode		.00	4.00	3.00[a]	.00	4.00	.00	.00	.00[a]	3.00	4.00
Std. Deviation		1.9390	1.7333	1.7704	1.5325	1.4029	2.0070	2.0581	1.9435	1.5211	1.3159
Variance		3.7597	3.0043	3.1342	2.3485	1.9681	4.0281	4.2359	3.7771	2.3139	1.7316

a. Multiple modes exist. The smallest value is shown

Scale Used to Rate Importance of Introducing Various Policies to the Workplace

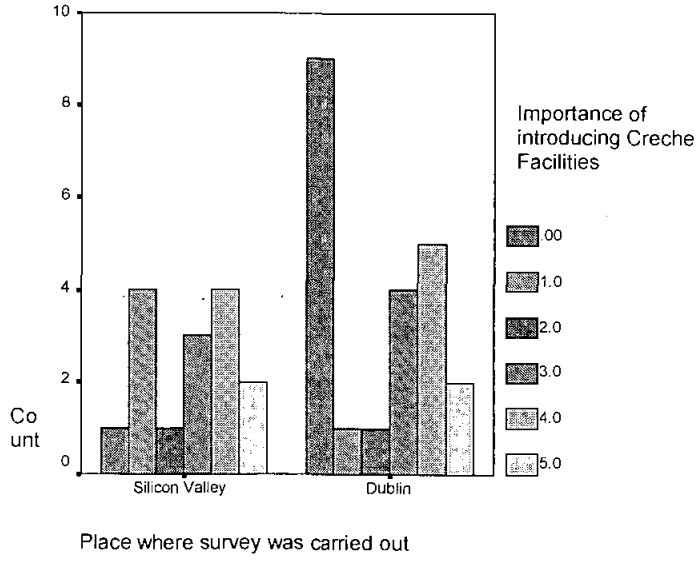
The scale used to rate the importance of introducing various policies to the workplace was from 0 to 5, where 0 indicated that the employee surveyed thought the policy to be of no importance, while a rating of 5 indicated that the employee thought the policy was of great importance. A rating of between 1 and 2 indicates a level of low importance; a rating of 3 indicates average importance; a rating of 4 indicates a level of high importance.

Table 167. Crosstabulation: Creche Facilities

Place where survey was carried out * Importance of introducing various benefits to the workplace: Creche facilities (0 to 5) Crosstabulation

			Importance of introducing various benefits to the workplace: Creche facilities (0 to 5)						
			.00	1.00	2.00	3.00	4.00	5.00	Total
Place where survey was carried out	Silicon Valley	Count	1	4	1	3	4	2	15
		% within Place where survey was carried out	6.7%	26.7%	6.7%	20.0%	26.7%	13.3%	100.0%
		% within Importance of introducing various benefits to the workplace: Creche facilities (0 to 5)	10.0%	80.0%	50.0%	42.9%	44.4%	50.0%	40.5%
		% of Total	2.7%	10.8%	2.7%	8.1%	10.8%	5.4%	40.5%
	Dublin	Count	9	1	1	4	5	2	22
		% within Place where survey was carried out	40.9%	4.5%	4.5%	18.2%	22.7%	9.1%	100.0%
		% within Importance of introducing various benefits to the workplace: Creche facilities (0 to 5)	90.0%	20.0%	50.0%	57.1%	55.6%	50.0%	59.5%
		% of Total	24.3%	2.7%	2.7%	10.8%	13.5%	5.4%	59.5%
Total		Count	10	5	2	7	9	4	37
		% within Place where survey was carried out	27.0%	13.5%	5.4%	18.9%	24.3%	10.8%	100.0%
		% within Importance of introducing various benefits to the workplace: Creche facilities (0 to 5)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	27.0%	13.5%	5.4%	18.9%	24.3%	10.8%	100.0%

Figure 79. Histogram: Importance of introducing crèche facilities



Importance of Introducing Creche Facilities

The importance of introducing crèche facilities to the work place received a large variety of responses (variance: 3.76) from Dublin respondents. A rating of 0 (no importance) was given by 9 respondents (40.9 percent). A rating of 1 or 2 (low importance) was given by 2 respondents (9.0 percent). A rating of 3 (average) was given by 4 respondents (18.2

percent), while a rating of 4 (high importance) was given by 5 respondents (22.7 percent). A rating of 5 (great importance) was given by 2 respondents (9.1 percent). Overall, the level of importance of introducing crèche facilities as reported by Dublin respondents was found to be low (mean: 2.045; median: 2.5).

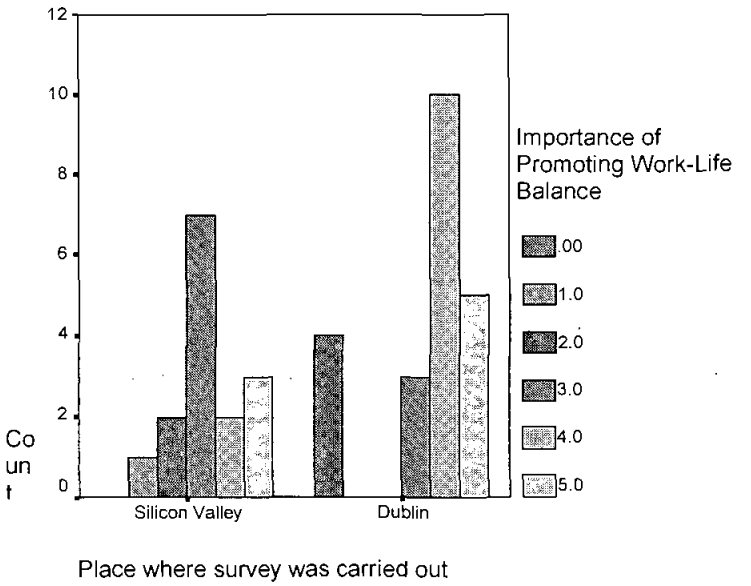
Silicon Valley respondents also reported a large variety of responses to the question on the importance of introducing crèche facilities to the work place (variance: 2.64). A rating of 0 (no importance) was given by 1 respondent (6.7 percent). A rating of 1 or 2 (low importance) was given by 5 respondents (33.4 percent). A rating of 3 (average) was given by 3 respondents (20 percent), while a rating of 4 (high importance) was given by 4 respondents (26.7 percent). A rating of 5 (great importance) was given by 2 respondents (13.3 percent). Overall, the level of importance of introducing crèche facilities as reported by Silicon Valley respondents was found to be of average importance (mean: 2.733; median: 3). **Compared to Dublin respondents who considered the introduction of crèche facilities to be of low importance, Silicon Valley respondents considered this policy to be of average importance.**

Table 168. Crosstabulation: Promotion of Work-Life Balance

where survey was carried out * Importance of introducing various benefits to the workplace: Promtion of work-life balance (0 to 5) Crosstabul

			Importance of introducing various benefits to the workplace: Promtion of work-life balance (0 to 5)						
			.00	1.00	2.00	3.00	4.00	5.00	Total
Place where survey was carried out	Silicon Valley	Count		1	2	7	2	3	15
		% within Place where survey was carried out		6.7%	13.3%	46.7%	13.3%	20.0%	100.0%
		% within Importance of introducing various benefits to the workplace: Promtion of work-life balance (0 to 5)		100.0%	100.0%	70.0%	16.7%	37.5%	40.5%
		% of Total		2.7%	5.4%	18.9%	5.4%	8.1%	40.5%
	Dublin	Count	4			3	10	5	22
		% within Place where survey was carried out	18.2%			13.6%	45.5%	22.7%	100.0%
		% within Importance of introducing various benefits to the workplace: Promtion of work-life balance (0 to 5)	100.0%			30.0%	83.3%	62.5%	59.5%
		% of Total	10.8%			8.1%	27.0%	13.5%	59.5%
Total		Count	4	1	2	10	12	8	37
		% within Place where survey was carried out	10.8%	2.7%	5.4%	27.0%	32.4%	21.6%	100.0%
		% within Importance of introducing various benefits to the workplace: Promtion of work-life balance (0 to 5)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	10.8%	2.7%	5.4%	27.0%	32.4%	21.6%	100.0%

Figure 80. Histogram: Promotion of work-life balance



Importance of Introducing Work-Life Balance

The importance of introducing work-life balance received the following from Dublin respondents: A rating of 0 (no importance) was given by 4 respondents (18.2 percent). A rating of 3 (average) was given by 3 respondents (13.6 percent), while a rating of 4 (high importance) was given by 10 respondents (45.5 percent). A rating of 5 (great importance) was given by 5 respondents (22.7 percent). Overall, the level of importance of introducing work-life balance as reported by Dublin respondents was found to be average to high (mean: 3.363; median: 4.0).

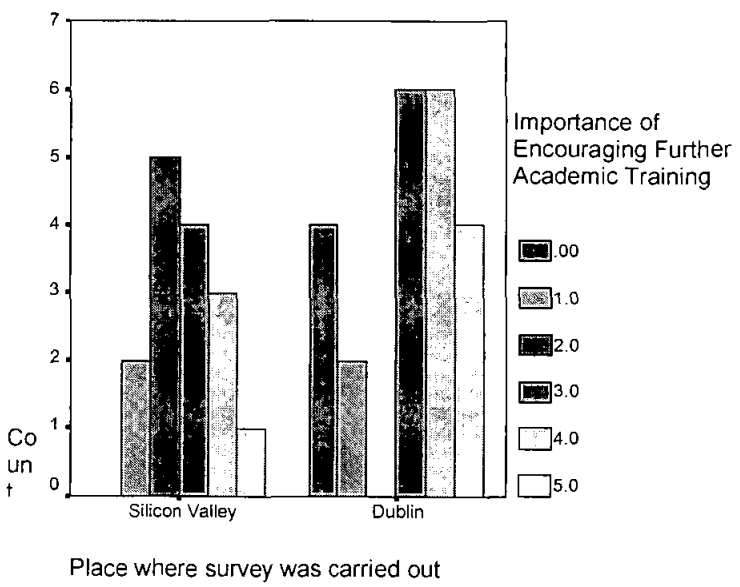
Silicon Valley respondents reported the following responses to the question on the importance of introducing work-life balance to the work place. A rating of 1 or 2 (low importance) was given by 3 respondents (20 percent). A rating of 3 (average) was given by 7 respondents (46.7 percent), while a rating of 4 (high importance) was given by 2 respondents (13.3 percent). A rating of 5 (great importance) was given by 3 respondents (20 percent). Overall, the level of importance of introducing work-life balance as reported by Silicon Valley respondents was found to be average (mean: 3.2667; median: 3). **Compared to Dublin respondents who considered the introduction of work-life balance policies to be of average to high importance, Silicon Valley respondents considered it to be of average importance.**

Table 169. Crosstabulation: Encouragement of Further Academic Training

where survey was carried out * Importance of introducing various benefits to the workplace: Encouragement of further academic training (
Crosstabulation

			portance of introducing various benefits to the workplace: Encouragem of further academic training (0 to 5)						
			.00	1.00	2.00	3.00	4.00	5.00	Total
Place where survey was carried out	Silicon Valley	Count		2	5	4	3	1	15
		% within Place where survey was carried out		13.3%	33.3%	26.7%	20.0%	6.7%	100.0%
		% within Importance of introducing various benefits to the workplace: Encouragement of further academic training (0 to 5)		50.0%	100.0%	40.0%	33.3%	20.0%	40.5%
		% of Total		5.4%	13.5%	10.8%	8.1%	2.7%	40.5%
	Dublin	Count	4	2		6	6	4	22
		% within Place where survey was carried out	18.2%	9.1%		27.3%	27.3%	18.2%	100.0%
		% within Importance of introducing various benefits to the workplace: Encouragement of further academic training (0 to 5)	100.0%	50.0%		60.0%	66.7%	80.0%	59.5%
		% of Total	10.8%	5.4%		16.2%	16.2%	10.8%	59.5%
Total		Count	4	4	5	10	9	5	37
		% within Place where survey was carried out	10.8%	10.8%	13.5%	27.0%	24.3%	13.5%	100.0%
		% within Importance of introducing various benefits to the workplace: Encouragement of further academic training (0 to 5)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	10.8%	10.8%	13.5%	27.0%	24.3%	13.5%	100.0%

Figure 81.Histogram: Encouragement of further academic training



Importance of Encouraging Academic Training

The importance of encouraging academic training in the work place received the following responses from Dublin respondents: A rating of 0 was given by 4 respondents (18.2 percent). A rating of 1 or 2 (low importance) was given by 2 respondents (9.1

percent). A rating of 3 (average) was given by 6 respondents (27.3 percent), while a rating of 4 (high importance) was given by 6 respondents (27.3 percent). A rating of 5 (great importance) was given by 4 respondents (18.2 percent). Overall, the level of importance of encouraging academic training as reported by Dublin respondents was found to be average (mean: 2.909; median: 3).

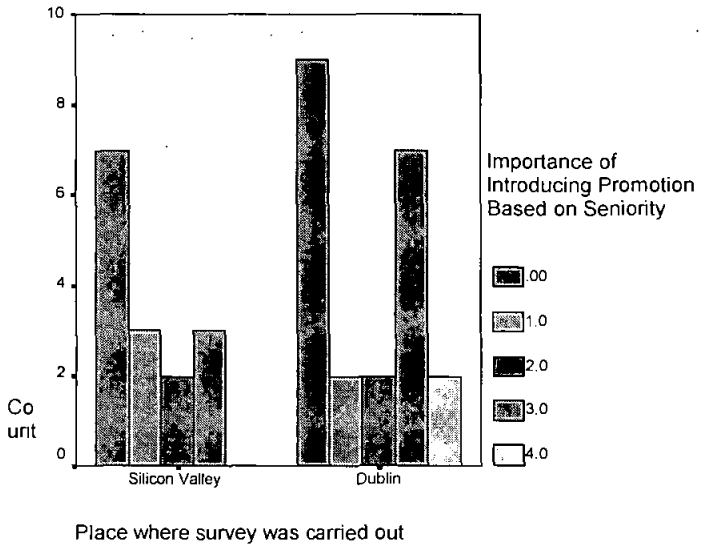
Silicon Valley respondents also reported a large variety of responses to the question on the importance of encouraging academic training in the work place (variance: 2.64). A rating of 1 or 2 (low importance) was given by 7 respondents (46.6 percent). A rating of 3 (average) was given by 4 respondents (26.7 percent), while a rating of 4 (high importance) was given by 3 respondents (20 percent). A rating of 5 (great importance) was given by 1 respondents (6.7 percent). Overall, the level of importance of introducing academic training as reported by Silicon Valley respondents was found to be low to average (mean: 2.733; median: 3). **Both Dublin and Silicon Valley respondents considered the importance of introducing academic training to warrant an average rating.**

Table 170. Crosstabulation: Promotion Based on Seniority

ce where survey was carried out * Importance of introducing various benefits to the workplace: Promotion based on seniority (0 tc Crosstabulation

			Importance of introducing various benefits to the workplace: Promotion based on seniority (0 to 5)					
			.00	1.00	2.00	3.00	4.00	Total
Place where survey was carried out	Silicon Valley	Count	7	3	2	3		15
		% within Place where survey was carried out	46.7%	20.0%	13.3%	20.0%		100.0%
		% within Importance of introducing various benefits to the workplace: Promotion based on seniority (0 to 5)	43.8%	60.0%	50.0%	30.0%		40.5%
		% of Total	18.9%	8.1%	5.4%	8.1%		40.5%
	Dublin	Count	9	2	2	7	2	22
		% within Place where survey was carried out	40.9%	9.1%	9.1%	31.8%	9.1%	100.0%
		% within Importance of introducing various benefits to the workplace: Promotion based on seniority (0 to 5)	56.3%	40.0%	50.0%	70.0%	100.0%	59.5%
		% of Total	24.3%	5.4%	5.4%	18.9%	5.4%	59.5%
Total		Count	16	5	4	10	2	37
		% within Place where survey was carried out	43.2%	13.5%	10.8%	27.0%	5.4%	100.0%
		% within Importance of introducing various benefits to the workplace: Promotion based on seniority (0 to 5)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	43.2%	13.5%	10.8%	27.0%	5.4%	100.0%

Figure 82. Histogram: Importance of seniority



Importance of Promotion on the Basis of Seniority

The importance of introducing promotion based on seniority to the work place received the following responses by Dublin respondents. A rating of 0 no importance) was given by 9 respondents (40.9 percent). A rating of 1 or 2 (low importance) was given by 4 respondents (18.2 percent). A rating of 3 (average) was given by 7 respondents (31.8 percent), while a rating of 4 (high importance) was given by 2 respondents (9.1). Overall, the level of importance of introducing promotion based on seniority as reported by Dublin respondents was found to be low (mean: 1.59; median: 1.5).

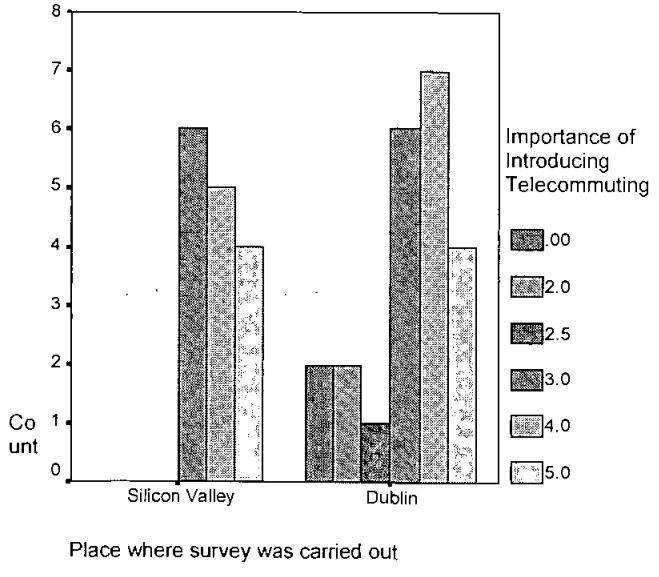
Silicon Valley respondents reported the following responses as to the importance of introducing promotion based on seniority to the work place. A rating of 0 (no importance) was given by 7 respondent (46.7 percent). A rating of 1 or 2 (low importance) was given by 5 respondents (33.3 percent). A rating of 3 (average) was given by 3 respondents (20 percent). Overall, the level of importance of introducing promotion based on seniority as reported by Silicon Valley respondents was found to be low (mean: 1.06; median: 1). **Both Dublin and Silicon Valley respondents considered the importance of introducing promotion based on seniority to be low.**

Table 171. Crosstabulation: Telecommuting

ace where survey was carried out * Importance of introducing various benefits to the workplace: Telecommuting (0 to 5) Crosstabulatio

			portance of introducing various benefits to the workplace: Telecommuti (0 to 5)						
			.00	2.00	2.50	3.00	4.00	5.00	Total
Place where survey was carried out	Silicon Valley	Count				6	5	4	15
		% within Place where survey was carried out				40.0%	33.3%	26.7%	100.0%
		% within Importance of introducing various benefits to the workplace Telecommuting (0 to 5)				50.0%	41.7%	50.0%	40.5%
		% of Total				16.2%	13.5%	10.8%	40.5%
	Dublin	Count	2	2	1	6	7	4	22
		% within Place where survey was carried out	9.1%	9.1%	4.5%	27.3%	31.8%	18.2%	100.0%
		% within Importance of introducing various benefits to the workplace Telecommuting (0 to 5)	100.0%	100.0%	100.0%	50.0%	58.3%	50.0%	59.5%
		% of Total	5.4%	5.4%	2.7%	16.2%	18.9%	10.8%	59.5%
Total		Count	2	2	1	12	12	8	37
		% within Place where survey was carried out	5.4%	5.4%	2.7%	32.4%	32.4%	21.6%	100.0%
		% within Importance of introducing various benefits to the workplace Telecommuting (0 to 5)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	5.4%	5.4%	2.7%	32.4%	32.4%	21.6%	100.0%

Figure 83. Histogram: Telecommuting



Importance of Introducing Telecommuting

The importance of introducing telecommuting to the work place received the following responses from Dublin respondents. A rating of 0 (no importance) was given by 2

respondents (9.1 percent). A rating of 1 or 2 (low importance) was given by 3 respondents (13.6 percent). A rating of 3 (average) was given by 6 respondents (27.3 percent), while a rating of 4 (high importance) was given by 7 respondents (31.8 percent). A rating of 5 (great importance) was given by 4 respondents (18.2 percent). Overall, the level of importance of introducing telecommuting as reported by Dublin respondents was found to be average (mean: 3.29; median: 3.5).

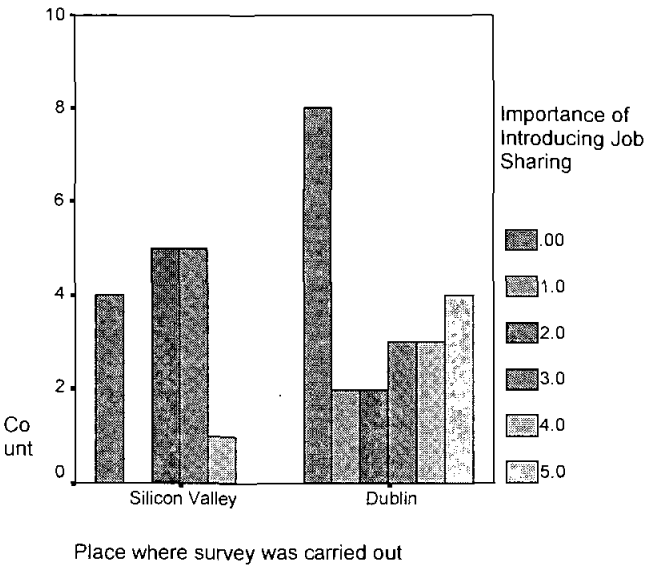
Silicon Valley respondents reported the following responses as to the importance of introducing telecommuting to the work place. A rating of 3 (average) was given by 6 respondents (40 percent), while a rating of 4 (high importance) was given by 5 respondents (33.3 percent). A rating of 5 (great importance) was given by 4 respondents (26.7 percent). Overall, the level of importance of introducing telecommuting as reported by Silicon Valley respondents was found to be high (mean: 3.86; median: 4). **Compared to Dublin respondents who considered the introduction of telecommuting to be of average importance, Silicon Valley respondents considered this policy to be of high importance.**

Table 172. Crosstabulation: Job Sharing

ace where survey was carried out * Importance of introducing various benefits to the workplace: Job sharing (0 to 5) Crosstabulatio

			portance of introducing various benefits to the workplace: Job sharing to 5)						
			.00	1.00	2.00	3.00	4.00	5.00	Total
Place where survey was carried out	Silicon Valley	Count	4		5	5	1		15
		% within Place where survey was carried out	26.7%		33.3%	33.3%	6.7%		100.0%
		% within Importance of introducing various benefits to the workplace Job sharing (0 to 5)	33.3%		71.4%	62.5%	25.0%		40.5%
		% of Total	10.8%		13.5%	13.5%	2.7%		40.5%
	Dublin	Count	8	2	2	3	3	4	22
		% within Place where survey was carried out	36.4%	9.1%	9.1%	13.6%	13.6%	18.2%	100.0%
		% within Importance of introducing various benefits to the workplace Job sharing (0 to 5)	66.7%	100.0%	28.6%	37.5%	75.0%	100.0%	59.5%
		% of Total	21.6%	5.4%	5.4%	8.1%	8.1%	10.8%	59.5%
Total		Count	12	2	7	8	4	4	37
		% within Place where survey was carried out	32.4%	5.4%	18.9%	21.6%	10.8%	10.8%	100.0%
		% within Importance of introducing various benefits to the workplace Job sharing (0 to 5)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	32.4%	5.4%	18.9%	21.6%	10.8%	10.8%	100.0%

Figure 84. Histogram: Job Sharing



Importance of Introducing Job Sharing

The importance of introducing job sharing to the workplace received the following Dublin responses. A rating of 0 (no importance) was given by 8 respondents (36.4 percent). A rating of 1 or 2 (low importance) was given by 4 respondents (18.2 percent). A rating of 3 (average) was given by 3 respondents (13.6 percent), while a rating of 4 (high importance) was given by 3 respondents (13.6 percent). A rating of 5 (great importance) was given by 4 respondents (18.2 percent). Overall, the level of importance of introducing job sharing as reported by Dublin respondents was found to be low (mean: 2.14; median: 2).

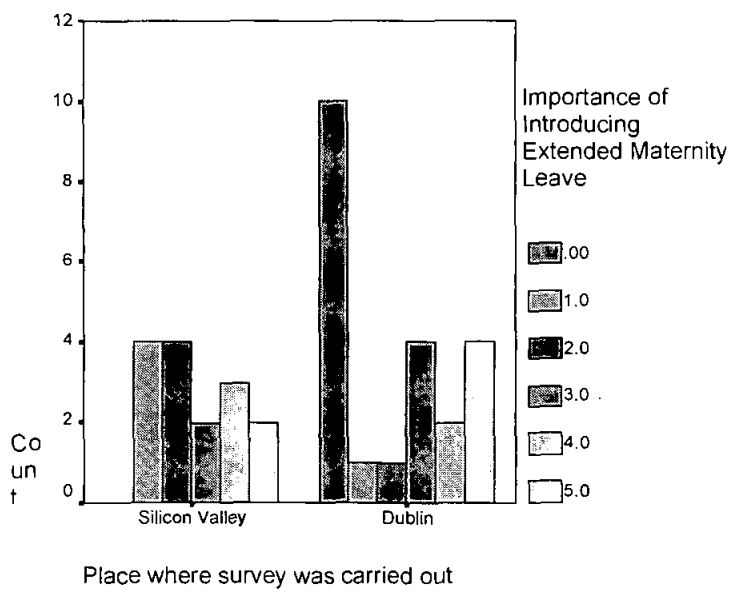
Silicon Valley respondents reported the following responses to the question of the importance of introducing job sharing to the workplace. A rating of 0 (no importance) was given by 4 respondents (26.7 percent). A rating of 1 or 2 (low importance) was given by 5 respondents (33.3 percent). A rating of 3 (average) was given by 5 respondents (33.3 percent), while a rating of 4 (high importance) was given by 1 respondents (6.7 percent). Overall, the level of importance of introducing job sharing as reported by Silicon Valley respondents was found to be low to average (mean: 1.93; median: 1). **Both Dublin and Silicon Valley respondents considered the importance of job sharing to be low.**

Table 173. Crosstabulation: Extended Maternity Leave

/here survey was carried out * Importance of introducing various benefits to the workplace: Extended maternity leave (0 to 5) Crosstab

			Importance of introducing various benefits to the workplace: Extended maternity leave (0 to 5)						
			.00	1.00	2.00	3.00	4.00	5.00	Total
Place where survey was carried out	Silicon Valley	Count		4	4	2	3	2	15
		% within Place where survey was carried ou		26.7%	26.7%	13.3%	20.0%	13.3%	100.0%
		% within Importance o introducing various benefits to the workplace: Extended maternity leave (0 to 5		80.0%	80.0%	33.3%	60.0%	33.3%	40.5%
		% of Total		10.8%	10.8%	5.4%	8.1%	5.4%	40.5%
	Dublin	Count	10	1	1	4	2	4	22
		% within Place where survey was carried ou	45.5%	4.5%	4.5%	18.2%	9.1%	18.2%	100.0%
		% within Importance o introducing various benefits to the workplace: Extended maternity leave (0 to 5	100.0%	20.0%	20.0%	66.7%	40.0%	66.7%	59.5%
		% of Total	27.0%	2.7%	2.7%	10.8%	5.4%	10.8%	59.5%
Total		Count	10	5	5	6	5	6	37
		% within Place where survey was carried ou	27.0%	13.5%	13.5%	16.2%	13.5%	16.2%	100.0%
		% within Importance o introducing various benefits to the workplace: Extended maternity leave (0 to 5	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	27.0%	13.5%	13.5%	16.2%	13.5%	16.2%	100.0%

Figure 85. Histogram: Extended Maternity Leave



Importance of Introducing Extended Maternity Leave

The importance of introducing extended maternity leave to the workplace received the following responses from Dublin respondents. A rating of 0 (no importance) was given

by 10 respondents (45.5 percent). A rating of 1 or 2 (low importance) was given by 2 respondents (9.1 percent). A rating of 3 (average) was given by 4 respondents (18.2 percent), while a rating of 4 (high importance) was given by 2 respondents (9.1 percent). A rating of 5 (great importance) was given by 4 respondents (18.2 percent). Overall, the level of importance of introducing extended maternity leave as reported by Dublin respondents was found to be low (mean: 1.95; median: 1.5).

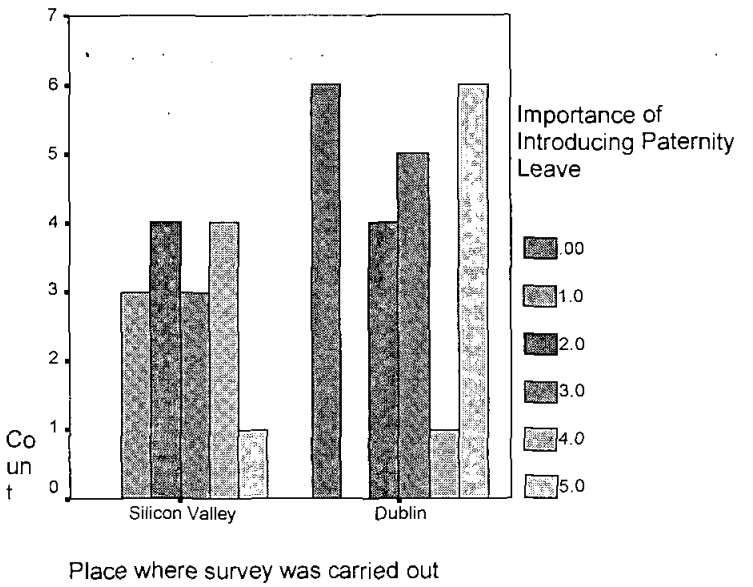
Silicon Valley respondents reported the following responses as to the importance of introducing extended maternity leave to the workplace. A rating of 1 or 2 (low importance) was given by 8 respondents (53.4 percent). A rating of 3 (average) was given by 2 respondents (13.3 percent), while a rating of 4 (high importance) was given by 3 respondents (20 percent). A rating of 5 (great importance) was given by 2 respondents (13.3 percent). Overall, the level of importance of introducing extended maternity leave as reported by Silicon Valley respondents was found to be low (mean: 2.66; median: 2). **Both Dublin and Silicon Valley respondents considered the importance of extended maternity leave to be low.**

Table 174. Crosstabulations: Paternity Leave

Place where survey was carried out * Importance of introducing various benefits to the workplace: *Paternity leave (0 to 5)* Crosstabulation

			nportance of introducing various benefits to the workplace: Paternity leav (0 to 5)						
			.00	1.00	2.00	3.00	4.00	5.00	Total
Place where survey was carried out	Silicon Valley	Count		3	4	3	4	1	15
		% within Place where survey was carried out		20.0%	26.7%	20.0%	26.7%	6.7%	100.0%
		% within Importance of introducing various benefits to the workplace: Paternity leave (0 to 5)		100.0%	50.0%	37.5%	80.0%	14.3%	40.5%
		% of Total		8.1%	10.8%	8.1%	10.8%	2.7%	40.5%
	Dublin	Count	6		4	5	1	6	22
		% within Place where survey was carried out	27.3%		18.2%	22.7%	4.5%	27.3%	100.0%
		% within Importance of introducing various benefits to the workplace: Paternity leave (0 to 5)	100.0%		50.0%	62.5%	20.0%	85.7%	59.5%
		% of Total	16.2%		10.8%	13.5%	2.7%	16.2%	59.5%
Total		Count	6	3	8	8	5	7	37
		% within Place where survey was carried out	16.2%	8.1%	21.6%	21.6%	13.5%	18.9%	100.0%
		% within Importance of introducing various benefits to the workplace: Paternity leave (0 to 5)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	16.2%	8.1%	21.6%	21.6%	13.5%	18.9%	100.0%

Figure 86. Histogram: Paternity Leave



Importance of Introducing Paternity Leave

The importance of introducing paternity leave to the work place received the following responses from Dublin employees surveyed. A rating of 0 (no importance) was given by 6 respondents (27.3 percent). A rating of 1 or 2 (low importance) was given by 4 respondents (18.2 percent). A rating of 3 (average) was given by 5 respondents (22.7 percent), while a rating of 4 (high importance) was given by 1 respondents (4.5 percent). A rating of 5 (great importance) was given by 6 respondents (27.3 percent). Overall, the level of importance of introducing paternity leave as reported by Dublin respondents was found to be low to average (mean: 2.59; median: 3).

Silicon Valley respondents reported the following responses on the importance of introducing paternity leave to the work place. A rating of 1 or 2 (low importance) was given by 7 respondents (46.7 percent). A rating of 3 (average) was given by 3 respondents (20 percent), while a rating of 4 (high importance) was given by 4 respondents (26.7 percent). A rating of 5 (great importance) was given by 1 respondent (6.7 percent). Overall, the level of importance of introducing paternity leave as reported by Silicon Valley respondents was found to be low (mean: 2.27; median: 2). **Compared to Dublin respondents who considered the introduction of paternity leave to be of**

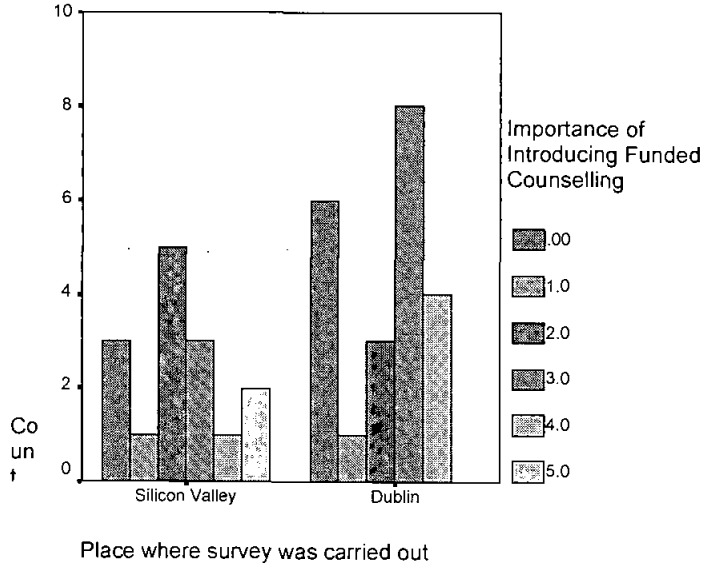
low to average importance, Silicon Valley respondents considered it to be of low importance.

Table 175. Crosstabulation: Funded Counselling

ce where survey was carried out * Importance of introducing various benefits to the workplace: Funded counselling (0 to 5) Crosstabulat

			Importance of introducing various benefits to the workplace: Funded counselling (0 to 5)						
			.00	1.00	2.00	3.00	4.00	5.00	Total
Place where survey was carried out	Silicon Valley	Count	3	1	5	3	1	2	15
		% within Place where survey was carried out	20.0%	6.7%	33.3%	20.0%	6.7%	13.3%	100.0%
		% within Importance of introducing various benefits to the workplace: Funded counselling (0 to 5)	33.3%	50.0%	62.5%	27.3%	20.0%	100.0%	40.5%
		% of Total	8.1%	2.7%	13.5%	8.1%	2.7%	5.4%	40.5%
	Dublin	Count	6	1	3	8	4		22
		% within Place where survey was carried out	27.3%	4.5%	13.6%	36.4%	18.2%		100.0%
		% within Importance of introducing various benefits to the workplace: Funded counselling (0 to 5)	66.7%	50.0%	37.5%	72.7%	80.0%		59.5%
		% of Total	16.2%	2.7%	8.1%	21.6%	10.8%		59.5%
Total		Count	9	2	8	11	5	2	37
		% within Place where survey was carried out	24.3%	5.4%	21.6%	29.7%	13.5%	5.4%	100.0%
		% within Importance of introducing various benefits to the workplace: Funded counselling (0 to 5)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	24.3%	5.4%	21.6%	29.7%	13.5%	5.4%	100.0%

Figure 87. Histogram: Funded counselling



Importance of Introducing Funded Counselling

The importance of introducing funded counselling to the work place received the following responses from Dublin employees surveyed. A rating of 0 (no importance) was

given by 6 respondents (27.3 percent). A rating of 1 or 2 (low importance) was given by 4 respondents (18.1 percent). A rating of 3 (average) was given by 8 respondents (36.4 percent), while a rating of 4 (high importance) was given by 4 respondents (18.2 percent). Overall, the level of importance of introducing funded counselling as reported by Dublin respondents was found to be low (mean: 2.14; median:3).

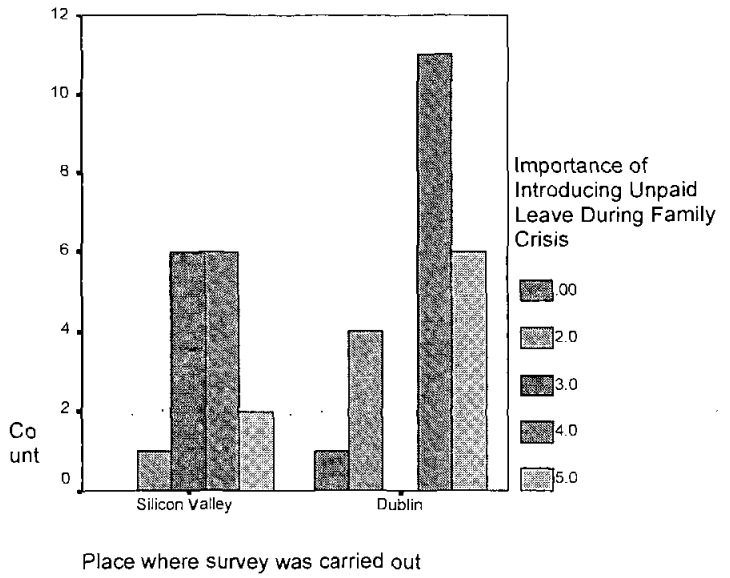
Silicon Valley respondents reported the following responses to the question on the importance of introducing funded counselling to the work place. A rating of 0 (no importance) was given by 3 respondents (20 percent). A rating of 1 or 2 (low importance) was given by 6 respondents (40 percent). A rating of 3 (average) was given by 3 respondents (20 percent), while a rating of 4 (high importance) was given by 1 respondent (6.7 percent). A rating of 5 (great importance) was given by 2 respondents (13.3 percent). Overall, the level of importance of introducing funded counselling as reported by Silicon Valley respondents was found to be low (mean: 2.27; median: 2). **Both Dublin and Silicon Valley respondents considered the importance of introducing funded counselling to the workplace to be low.**

Table 176. Crosstabulation: Unpaid Leave During Family Crisis

Where survey was carried out * Importance of introducing various benefits to the workplace: Unpaid leave during family crisis (Crosstabulation

			Importance of introducing various benefits to the workplace: Unpaid leave during family crisis (0 to 5)					
			.00	2.00	3.00	4.00	5.00	Total
Place where survey was carried out	Silicon Valley	Count		1	6	6	2	15
		% within Place where survey was carried out		6.7%	40.0%	40.0%	13.3%	100.0%
		% within Importance of introducing various benefits to the workplace: Unpaid leave during family crisis (0 to 5)		20.0%	100.0%	35.3%	25.0%	40.5%
		% of Total		2.7%	16.2%	16.2%	5.4%	40.5%
	Dublin	Count	1	4		11	6	22
		% within Place where survey was carried out	4.5%	18.2%		50.0%	27.3%	100.0%
		% within Importance of introducing various benefits to the workplace: Unpaid leave during family crisis (0 to 5)	100.0%	80.0%		64.7%	75.0%	59.5%
		% of Total	2.7%	10.8%		29.7%	16.2%	59.5%
Total		Count	1	5	6	17	8	37
		% within Place where survey was carried out	2.7%	13.5%	16.2%	45.9%	21.6%	100.0%
		% within Importance of introducing various benefits to the workplace: Unpaid leave during family crisis (0 to 5)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	2.7%	13.5%	16.2%	45.9%	21.6%	100.0%

Figure 88. Histogram: Unpaid leave during pregnancy



Importance of Unpaid Leave During Family Crisis

The importance of introducing unpaid leave during crisis to the work place received the following responses from Dublin employees surveyed. A rating of 0 (no importance) was given by 1 respondents (4.5 percent). A rating of 1 or 2 (low importance) was given by 4respondents (18.2 percent). A rating of 4 (high importance) was given by 11 respondents (50 percent). A rating of 5 (great importance) was given by 6 respondents (27.3 percent). Overall, the level of importance of introducing unpaid leave during crisis as reported by Dublin respondents was found to be high (mean: 3.73; median: 4).

Silicon Valley respondents reported the following responses to the question on the importance of introducing unpaid leave during crisis to the work place. A rating of 1 or 2 (low importance) was given by 1 respondents (6.7 percent). A rating of 3 (average) was given by 6 respondents (40 percent), while a rating of 4 (high importance) was given by 6 respondents (40 percent). A rating of 5 (great importance) was given by 2 respondents (13.3 percent). Overall, the level of importance of introducing unpaid leave during crisis as reported by Silicon Valley respondents was found to be high (mean: 3.6; median: 4). **Both Dublin and Silicon Valley respondents considered the importance of introducing unpaid leave during crisis to the workplace to be high.**

Question 14. Is there a staff association in your organisation? Yes or No

Table 177. Crosstabulations: Staff association

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Place where survey was carried out * Indicate if staff association is in the workplace	37	100.0%	0	.0%	37	100.0%

Table 178. Place where survey was carried out – indicating if staff association

Place where survey was carried out * Indicate if staff association is in the workplace Crosstabulation

			Indicate if staff association is in the workplace		
			No Staff association	Yes Staff association	Total
Place where survey was carried out	Silicon Valley	Count	12	3	15
		% within Place where survey was carried out	80.0%	20.0%	100.0%
		% within Indicate if staff association is in the workplace	42.9%	33.3%	40.5%
		% of Total	32.4%	8.1%	40.5%
	Dublin	Count	16	6	22
		% within Place where survey was carried out	72.7%	27.3%	100.0%
		% within Indicate if staff association is in the workplace	57.1%	66.7%	59.5%
		% of Total	43.2%	16.2%	59.5%
Total		Count	28	9	37
		% within Place where survey was carried out	75.7%	24.3%	100.0%
		% within Indicate if staff association is in the workplace	100.0%	100.0%	100.0%
		% of Total	75.7%	24.3%	100.0%

Figure 89. Histogram: Staff association

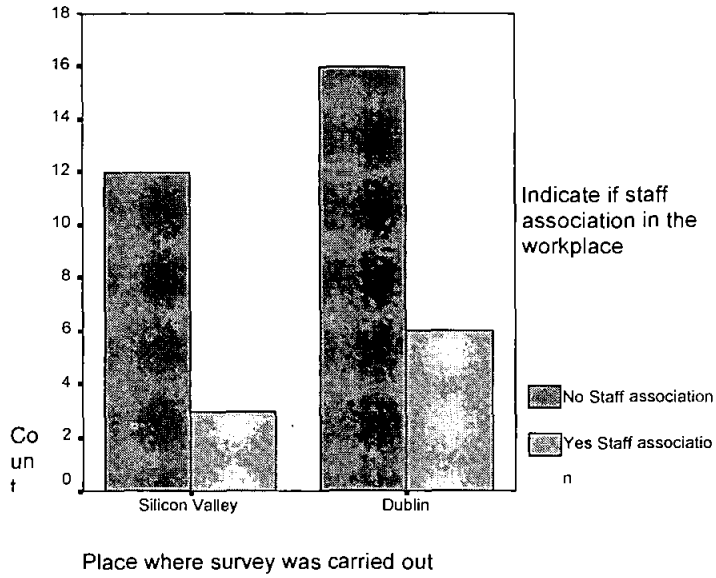


Table 179. Frequencies: Staff association

Statistics

		Place where survey was carried out	Indicate if staff association is in the workplace
N	Valid	37	37
	Missing	0	0
Mean		1.59	
Mode		2	
Std. Deviation		.50	
Variance		.25	
Range		1	
Minimum		1	
Maximum		2	
Sum		59	

Results for staff association membership indicates that both locations have very low levels of membership. 16 Dublin respondents (72.7 percent) reported that they were not members of any staff association. 6 respondents (27.3 percent) reported membership of a staff association.

Membership levels in Silicon Valley were lower than those for Dublin. 12 Silicon Valley respondents (80 percent) reported that they were not members of any staff association. 3 respondents (2o percent) reported membership of a staff association.

Question 15. If yes, please state any benefits that you derive from being a member of this association

Table 180. Crosstabulation: Benefits of staff association

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Place where survey was carried out * If staff association member indicate benefits	37	100.0%	0	.0%	37	100.0%

Table 181. Place where survey was carried out - benefits of staff association

Place where survey was carried out * If staff association member indicate benefits Crosstabulation

			If staff association member indicate benefits						
			Social Benefits	Financial Benefits	Protection if work problems	None	I don't know	No Response	Total
Place where survey [illegible]out	Silicon Valley	Count	3				1	11	15
		% within Place where survey was carried ou	20.0%				6.7%	73.3%	100.0%
		% within If staff association member indicate benefits	75.0%				100.0%	40.7%	40.5%
		% of Total	8.1%				2.7%	29.7%	40.5%
	Dublin	Count	1	1	2	2		16	22
		% within Place where survey was carried ou	4.5%	4.5%	9.1%	9.1%		72.7%	100.0%
		% within If staff association member indicate benefits	25.0%	100.0%	100.0%	100.0%		59.3%	59.5%
		% of Total	2.7%	2.7%	5.4%	5.4%		43.2%	59.5%
Tota		Count	4	1	2	2	1	27	37
		% within Place where survey was carried ou	10.8%	2.7%	5.4%	5.4%	2.7%	73.0%	100.0%
		% within If staff association member indicate benefits	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	10.8%	2.7%	5.4%	5.4%	2.7%	73.0%	100.0%

Figure 90. Histogram: Benefits of staff association

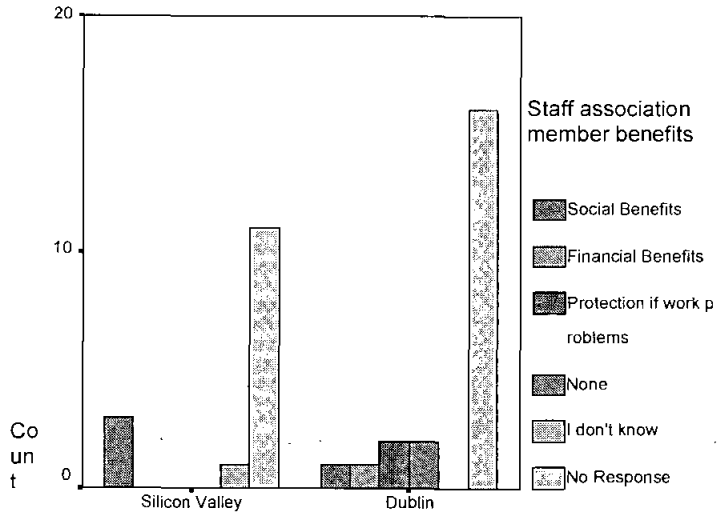


Table 182. Frequencies: Benefits of staff association

Statistics

		Place where survey was carried out	If staff association member indicate benefits
N	Valid	37	37
	Missing	0	0
Mean		1.59	5.05
Mode		2	6
Std. Deviation		.50	1.75
Variance		.25	3.05
Range		1	5
Minimum		1	1
Maximum		2	6
Sum		59	187

The level of response for the question on whether there were any benefits in being a member of a staff association was very low. 16 Dublin respondents (72.7 percent) did not respond to this question. 1 Dublin respondent (4.5 percent) stated that there were social benefits, 1 Dublin respondent (4.5 percent) stated that there were financial benefits, and 2 Dublin respondents (9.1 percent) stated that there was protection if work problems arose.

11 Silicon Valley respondents (73.3 percent) did not respond to this question. 3 Silicon Valley respondents (20 percent) stated that there were social benefits in being a member of a staff association.

Question 16. If yes, does your association promote professional development in your organisation?

Table 183. Crosstabulation for professional development promoted by staff association

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Place where survey was carried out * If staff association member indicate level of professional development promoted	37	100.0%	0	.0%	37	100.0%

Table 184. Crosstabulation for professional development promoted by staff association

Place where survey was carried out * If staff association member indicate level of professional development promoted Crosstabulation

			If staff association member indicate level of professional development promoted			
			Don't know if staff association promotes prof dev	N - staff assocoation does not promote prof dev	No Response	Total
Place where survey was carried out	Silicon Valley	Count		2	13	15
		% within Place where survey was carried out		13.3%	86.7%	100.0%
		% within If staff association member indicate level of professional development promoted		28.6%	44.8%	40.5%
		% of Total		5.4%	35.1%	40.5%
	Dublin	Count	1	5	16	22
		% within Place where survey was carried out	4.5%	22.7%	72.7%	100.0%
		% within If staff association member indicate level of professional development promoted	100.0%	71.4%	55.2%	59.5%
		% of Total	2.7%	13.5%	43.2%	59.5%
Total		Count	1	7	29	37
		% within Place where survey was carried out	2.7%	18.9%	78.4%	100.0%
		% within If staff association member indicate level of professional development promoted	100.0%	100.0%	100.0%	100.0%
		% of Total	2.7%	18.9%	78.4%	100.0%

Figure 91. Histogram for professional development promoted by staff association

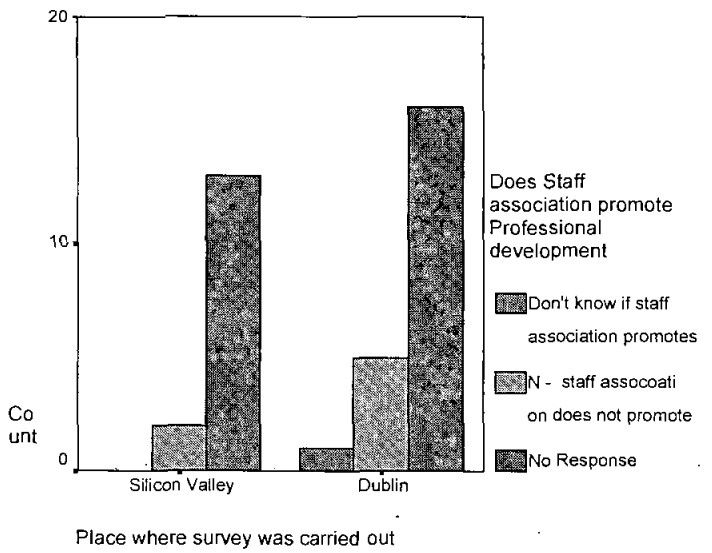


Table 185. Frequencies for professional development promoted by staff association

Statistics

		Place where survey was carried out	If staff association member indicate level of professional development promoted
N	Valid	37	37
	Missing	0	0
Mean		1.59	
Mode		2	
Std. Deviation		.50	
Variance		.25	
Range		1	
Minimum		1	
Maximum		2	
Sum		59	

The level of response for the question on whether staff associations promoted professional development was very low. No positive answer was received from either Dublin or Silicon Valley respondents. 16 Dublin respondents (72.7 percent) did not respond to this question. 5 Dublin respondents (22.7 percent) answered 'no', while 1 Dublin respondent (4.5 percent) answered 'I don't know'.

13 Silicon Valley respondents (86.7 percent) did not respond to this question. 2Silicon Valley respondents (13.3 percent) answered 'no' to the question of whether staff associations promoted professional development.

Question 17. Who would represent you if there were a problem at work?

Table 186. Frequencies for work representation: Combined Dublin and Silicon Valley

Statistics

		Place where survey was carried out	Indicate work representative if a problem arose at work
N	Valid	37	37
	Missing	0	0
Mean		1.59	3.19
Median		2.00	2.00
Mode		2	1
Std. Deviation		.50	2.48
Variance		.25	6.16
Range		1	6
Minimum		1	1
Maximum		2	7
Sum		59	118

Table 187. Crosstabulation for work representation

Case Processing Summary

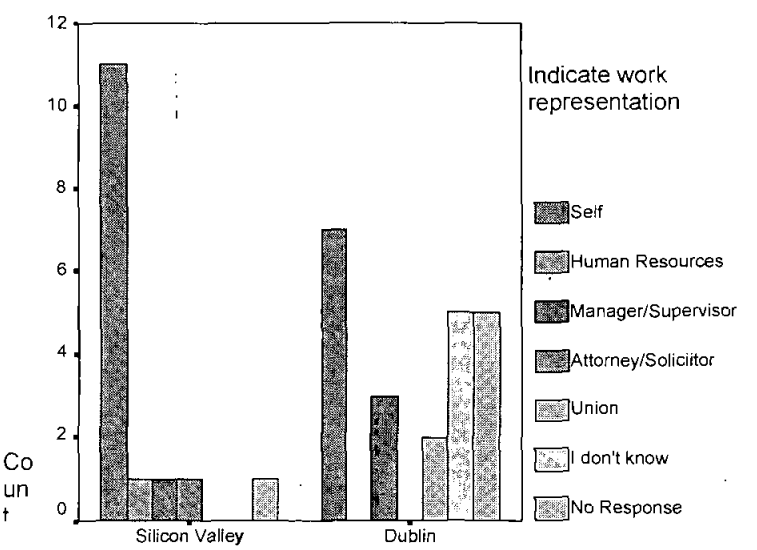
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Place where survey was carried out * Indicate work representative if a problem arose at work	37	100.0%	0	.0%	37	100.0%

Table 188. Place where survey was carried out with work representation

Place where survey was carried out * Indicate work representative if a problem arose at work Crosstabulation

			Indicate work representative if a problem arose at work							
			Self	Human Resources	Manager/Supervisor	Attorney/Soliciitor	Union	don't know	No Response	Total
Place where sur	Silicon Vall	Count	11	1	1	1			1	15
was carried out		% within Place whe survey was carried	73.3%	6.7%	6.7%	6.7%			6.7%	100.0%
		% within Indicate w representative if a problem arose at w	61.1%	100.0%	25.0%	100.0%			16.7%	40.5%
		% of Total	29.7%	2.7%	2.7%	2.7%			2.7%	40.5%
	Dublin	Count	7		3		2	5	5	22
		% within Place whe survey was carried	31.8%		13.6%		9.1%	22.7%	22.7%	100.0%
		% within Indicate w representative if a problem arose at w	38.9%		75.0%		100.0%	100.0%	83.3%	59.5%
		% of Total	18.9%		8.1%		5.4%	13.5%	13.5%	59.5%
Total		Count	18	1	4	1	2	5	6	37
		% within Place whe survey was carried	48.6%	2.7%	10.8%	2.7%	5.4%	13.5%	16.2%	100.0%
		% within Indicate w representative if a problem arose at w	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	48.6%	2.7%	10.8%	2.7%	5.4%	13.5%	16.2%	100.0%

Figure 92. Histogram for work representation



Responses to the question of representation if there was a problem at work varied greatly between both locations, although the majority in both cases favoured self-representation. 7 Dublin respondents (31.8 percent) reported that they would represent themselves, 3 Dublin respondents (13.6 percent) reported that a manager/supervisor would represent them, while 2 respondents (9.1 percent) stated that a union would represent them. 5

Dublin employees surveyed (22.7 percent) did not respond, and 5 respondents (22.7 percent) stated that they did not know who would represent them.

11 Silicon Valley respondents (73.3 percent) reported that they would represent themselves, 1 Silicon Valley respondent (6.7 percent) reported that human resources would represent them, 1 respondent (6.7 percent) stated that a manager/supervisor would represent them, while 1 respondent (6.7 percent) stated that an attorney would represent them. 1 Silicon Valley employee surveyed (6.7 percent) did not respond.

12.3.18 Question 18. Please tick which of the following best describes your work environment, with strongly agree indicating a strong agreement with the values listed, and strongly disagree indicating a strong disagreement with the value listed

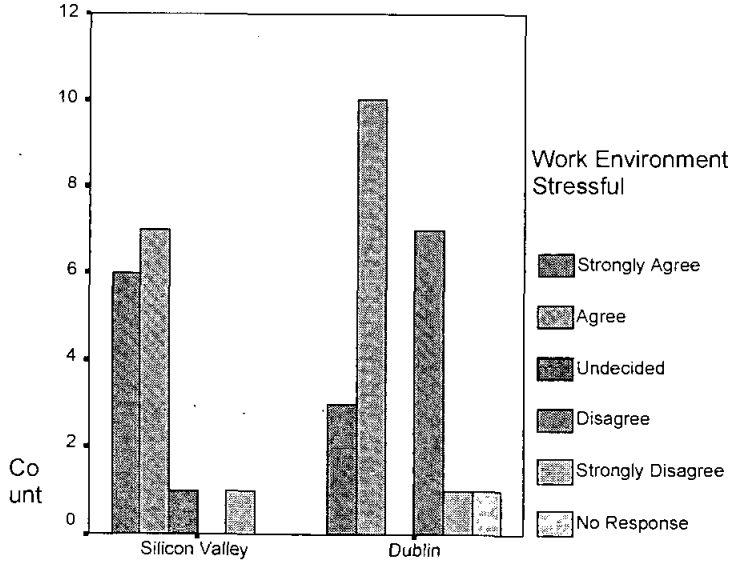
Work Environment	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
Stressful	☐	☐	☐	☐	☐
Relaxed	☐	☐	☐	☐	☐
Team-orientated	☐	☐	☐	☐	☐
Competitive	☐	☐	☐	☐	☐
Good core values	☐	☐	☐	☐	☐
Promotes creativity	☐	☐	☐	☐	☐
Authoritative	☐	☐	☐	☐	☐
Pressurised	☐	☐	☐	☐	☐
Promotes work-life balance	☐	☐	☐	☐	☐
Critical	☐	☐	☐	☐	☐
Supportive	☐	☐	☐	☐	☐
Flexible	☐	☐	☐	☐	☐
People-orientated	☐	☐	☐	☐	☐
Appreciative	☐	☐	☐	☐	☐

Table 189. Crosstabulation: Stressful

Place where survey was carried out * Work environment description: Stressful (strongly agree to strongly disagree scale) Crosstabulation

			Work environment description: Stressful (strongly agree to strongly disagree scale)						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count	6	7	1		1		15
		% within Place where survey was carried out	40.0%	46.7%	6.7%		6.7%		100.0%
		% within Work environment description: Stressful (strongly agree to strongly disagree scale)	66.7%	41.2%	100.0%		50.0%		40.5%
		% of Total	16.2%	18.9%	2.7%		2.7%		40.5%
	Dublin	Count	3	10		7	1	1	22
		% within Place where survey was carried out	13.6%	45.5%		31.8%	4.5%	4.5%	100.0%
		% within Work environment description: Stressful (strongly agree to strongly disagree scale)	33.3%	58.8%		100.0%	50.0%	100.0%	59.5%
		% of Total	8.1%	27.0%		18.9%	2.7%	2.7%	59.5%
Total		Count	9	17	1	7	2	1	37
		% within Place where survey was carried out	24.3%	45.9%	2.7%	18.9%	5.4%	2.7%	100.0%
		% within Work environment description: Stressful (strongly agree to strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	24.3%	45.9%	2.7%	18.9%	5.4%	2.7%	100.0%

Figure 93. Histogram: Stressful



Work Environment: Stressful

A majority of Dublin respondents agreed with the statement that their work environment was stressful. 10 Dublin respondents (45.5 percent) agreed, while 3 (13.6 percent)

strongly agreed, giving a total of 59.1 percent who agreed that work was stressful. However a large minority disagreed with this statement: 7 respondents (31.8 percent) disagreed, and 1 respondent (4.5 percent) strongly disagreed, giving a total of 36.3 Dublin respondents who disagreed that work was stressful.

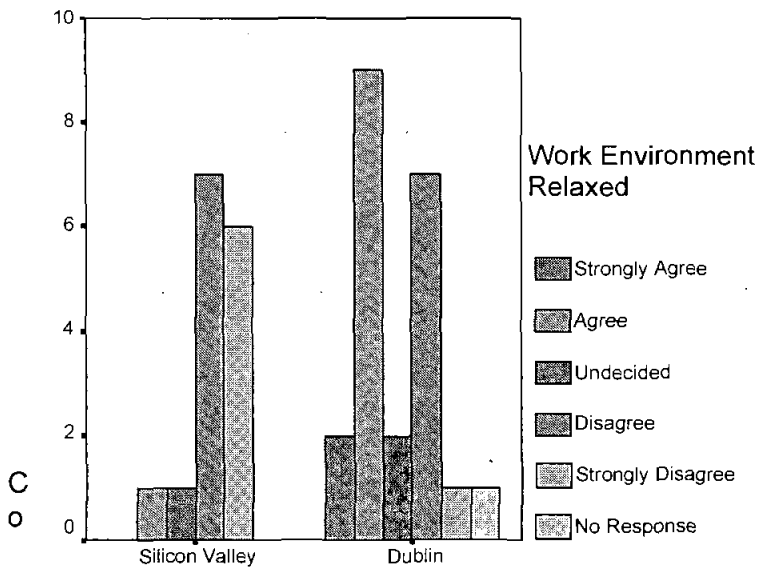
A large majority of Silicon Valley respondents also agreed that their work environment was stressful. 7 Silicon Valley respondents (46.7 percent) agreed, and 8 (40 percent) strongly agreed, giving a total of 86.7 percent who agreed that work was stressful. Only 1 respondent (6.7 percent) strongly disagreed with the statement that their work environment was stressful.

Table 190. Crosstabulation: Relaxed

ace where survey was carried out * Work environment description: Relaxed (strongly agree to strongly disagree scale) Crosstabulatic

			environment description: Relaxed (strongly agree to strongly disagree sc						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count		1	1	7	6		15
		% within Place where survey was carried out		6.7%	6.7%	46.7%	40.0%		100.0%
		% within Work environment description: Relaxed (strongly agree to strongly disagree scale		10.0%	33.3%	50.0%	85.7%		40.5%
		% of Total		2.7%	2.7%	18.9%	16.2%		40.5%
	Dublin	Count	2	9	2	7	1	1	22
		% within Place where survey was carried out	9.1%	40.9%	9.1%	31.8%	4.5%	4.5%	100.0%
		% within Work environment description: Relaxed (strongly agree to strongly disagree scale	100.0%	90.0%	66.7%	50.0%	14.3%	100.0%	59.5%
		% of Total	5.4%	24.3%	5.4%	18.9%	2.7%	2.7%	59.5%
Total		Count	2	10	3	14	7	1	37
		% within Place where survey was carried out	5.4%	27.0%	8.1%	37.8%	18.9%	2.7%	100.0%
		% within Work environment description: Relaxed (strongly agree to strongly disagree scale	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	5.4%	27.0%	8.1%	37.8%	18.9%	2.7%	100.0%

Figure 94. Histogram: Relaxed



Place where survey was carried out

Work Environment: Relaxed

A majority of Dublin respondents agreed with the statement that their work environment was relaxed. 9 Dublin respondents (40.9 percent) agreed, while 2 (9.1 percent) strongly agreed, giving a total of 50 percent who agreed that work was relaxed. However a large minority disagreed with this statement: 7 respondents (31.8 percent) disagreed, and 1 respondent (4.5 percent) strongly disagreed, giving a total of 36.3 Dublin respondents who disagreed that work was relaxed.

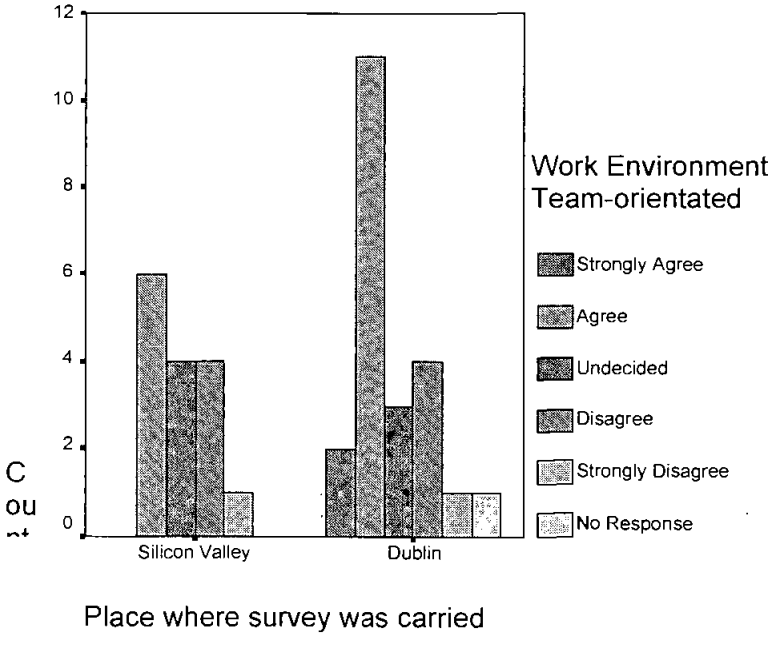
In contrast to Dublin respondents, a large majority of Silicon Valley respondents disagreed that their work environment was relaxed. 7 Silicon Valley respondents (46.7 percent) disagreed, and 6 (40 percent) strongly agreed, giving a total of 86.7 percent who disagreed that work was relaxed. Only 1 respondent (6.7 percent) strongly agreed with the statement that their work environment was relaxed.

Table 191. Crosstabulation: Team-orientated

where survey was carried out * Work environment description: Team-orientated (strongly agree to strongly disagree scale) Crosstabul

			Work environment description: Team-orientated (strongly agree to strongly disagree scale)						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count		6	4	4	1		15
		% within Place where survey was carried out		40.0%	26.7%	26.7%	6.7%		100.0%
		% within Work environment description Team-orientated (strongly agree to strongly disagree scale		35.3%	57.1%	50.0%	50.0%		40.5%
		% of Total		16.2%	10.8%	10.8%	2.7%		40.5%
	Dublin	Count	2	11	3	4	1	1	22
		% within Place where survey was carried out	9.1%	50.0%	13.6%	18.2%	4.5%	4.5%	100.0%
		% within Work environment description Team-orientated (strongly agree to strongly disagree scale	100.0%	64.7%	42.9%	50.0%	50.0%	100.0%	59.5%
		% of Total	5.4%	29.7%	8.1%	10.8%	2.7%	2.7%	59.5%
Total		Count	2	17	7	8	2	1	37
		% within Place where survey was carried out	5.4%	45.9%	18.9%	21.6%	5.4%	2.7%	100.0%
		% within Work environment description Team-orientated (strongly agree to strongly disagree scale	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	5.4%	45.9%	18.9%	21.6%	5.4%	2.7%	100.0%

Figure 95. Histogram: Team-orientated



Work Environment: Team-orientated

A majority of Dublin respondents agreed with the statement that their work environment was team-orientated. 11 Dublin respondents (50 percent) agreed, while 2 (9.1 percent) strongly agreed, giving a total of 59.1 percent who agreed that work was team-orientated. A minority disagreed with this statement: 4 respondents (18.2 percent) disagreed, and 1 respondent (4.5 percent) strongly disagreed, giving a total of 22.7 percent of Dublin respondents who disagreed that work was team-orientated. 3 Dublin respondents (13.6 percent) reported that they were undecided.

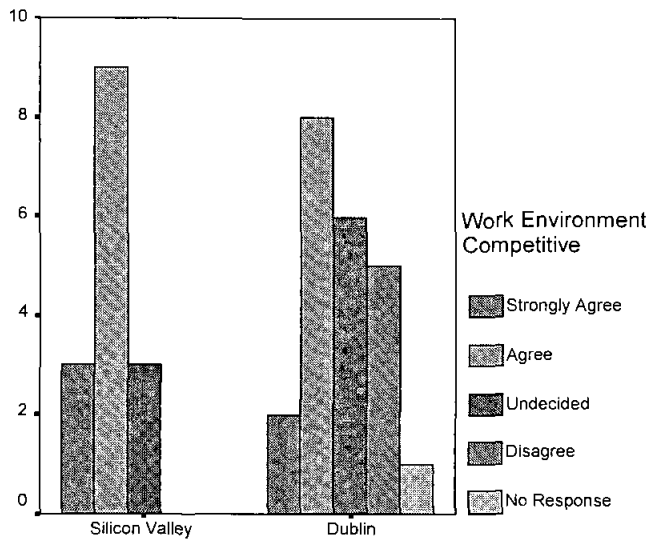
A small majority of Silicon Valley respondents agreed that their work environment was team-orientated. 6 Silicon Valley respondents (40 percent) agreed that work was team-orientated. A large minority of Silicon Valley respondents disagreed that their work environment was team-orientated. 4 Silicon Valley respondents (26.7 percent) disagreed, and 1 respondent strongly disagreed, giving a total of 33.4 who disagreed that work was team-orientated. 4 Silicon Valley respondents (26.7 percent) reported that they were undecided.

Table 192. Crosstabulation: Competitive

ace where survey was carried out * Work environment description: Competitive (strongly agree to strongly disagree scale) Crosstabulatio

			Work environment description: Competitive (strongly agree to strongly disagree scale)					
			Strongly Agree	Agree	Undecided	Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count	3	9	3			15
		% within Place where survey was carried out	20.0%	60.0%	20.0%			100.0%
		% within Work environment description: Competitive (strongly agree to strongly disagree scale)	60.0%	52.9%	33.3%			40.5%
		% of Total	8.1%	24.3%	8.1%			40.5%
	Dublin	Count	2	8	6	5	1	22
		% within Place where survey was carried out	9.1%	36.4%	27.3%	22.7%	4.5%	100.0%
		% within Work environment description: Competitive (strongly agree to strongly disagree scale)	40.0%	47.1%	66.7%	100.0%	100.0%	59.5%
		% of Total	5.4%	21.6%	16.2%	13.5%	2.7%	59.5%
Total		Count	5	17	9	5	1	37
		% within Place where survey was carried out	13.5%	45.9%	24.3%	13.5%	2.7%	100.0%
		% within Work environment description: Competitive (strongly agree to strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	13.5%	45.9%	24.3%	13.5%	2.7%	100.0%

Figure 96. Histogram: Competitive



Work Environment: Competitive

A small majority of Dublin respondents agreed with the statement that their work environment was competitive. 8 Dublin respondents (36.4 percent) agreed, while 2 (9.1 percent) strongly agreed, giving a total of 45.5 percent who agreed that work was competitive. A minority disagreed with this statement: 5 respondents (22.7 percent) disagreed. 6 respondents (27.3 percent) were undecided as to whether or not their work environment was competitive.

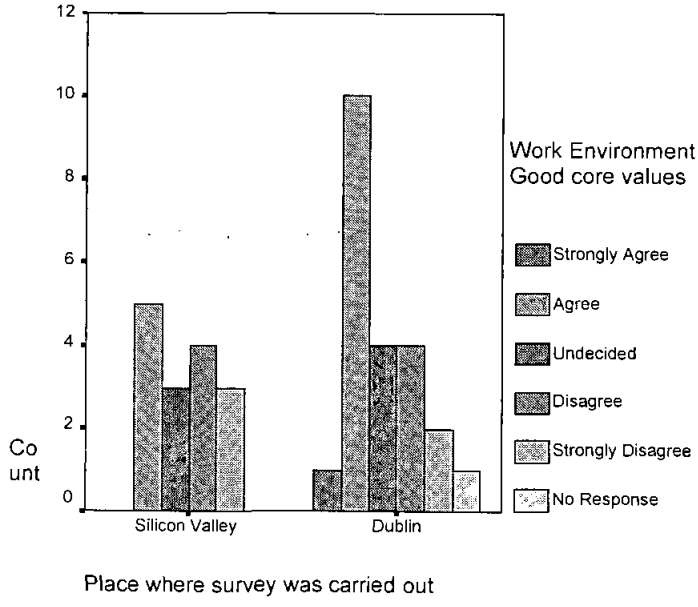
A majority of Silicon Valley respondents agreed that their work environment was competitive. 8 Silicon Valley respondents (60 percent) agreed, and 2 (20 percent) strongly agreed, giving a total of 80 percent who agreed what work was competitive. No respondents disagreed with this statement. 3 Silicon Valley respondents (20 percent) were undecided as to whether or not their work environment was competitive

Table 193. Crosstabulation: Good Core Values

Place where survey was carried out * Work environment description: Good core values (strongly agree to strongly disagree scale) Crosstabulation

			Work environment description: Good core values (strongly agree to strongly disagree scale)						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count		5	3	4	3		15
		% within Place where survey was carried out		33.3%	20.0%	26.7%	20.0%		100.0%
		% within Work environment description: Good core values (strongly agree to strongly disagree scale)		33.3%	42.9%	50.0%	60.0%		40.5%
		% of Total		13.5%	8.1%	10.8%	8.1%		40.5%
	Dublin	Count	1	10	4	4	2	1	22
		% within Place where survey was carried out	4.5%	45.5%	18.2%	18.2%	9.1%	4.5%	100.0%
		% within Work environment description: Good core values (strongly agree to strongly disagree scale)	100.0%	66.7%	57.1%	50.0%	40.0%	100.0%	59.5%
		% of Total	2.7%	27.0%	10.8%	10.8%	5.4%	2.7%	59.5%
Total		Count	1	15	7	8	5	1	37
		% within Place where survey was carried out	2.7%	40.5%	18.9%	21.6%	13.5%	2.7%	100.0%
		% within Work environment description: Good core values (strongly agree to strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	2.7%	40.5%	18.9%	21.6%	13.5%	2.7%	100.0%

Figure 97. Histogram: Good Core Values



Work Environment: Good Core Values

A majority of Dublin respondents agreed with the statement that their work environment had good core values. 10 Dublin respondents (45.5 percent) agreed, while 1 (4.5 percent)

strongly agreed, giving a total of 50 percent who agreed what their work organisation contained good core values. A minority disagreed with this statement: 4 respondents (18.2 percent) disagreed, and 2 respondent (9.1 percent) strongly disagreed, giving a total of 27.3 percent of Dublin respondents who disagreed that their work environment contained good core values. 4 Dublin respondents (18.2 percent) were undecided.

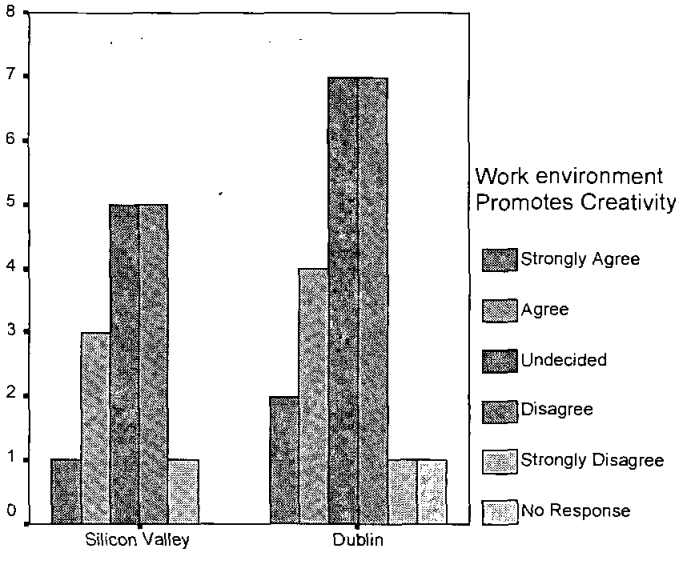
In contrast to Dublin respondents, a small majority of Silicon Valley respondents disagreed that their work environment had good core values. 4 Silicon Valley respondents (26.7 percent) disagreed, and 3 (20 percent) strongly disagreed, giving a total of 46.7 percent who disagreed that their work organisation had good core values. 5 Silicon Valley respondents (33.3 percent) agreed with the statement that their work environment had good core values. 3 Silicon Valley respondents (20 percent) were undecided.

Table 194. Crosstabulation: Promotes Creativity

where survey was carried out * Work environment description: Promotes creativity (strongly agree to strongly disagree scale) Crosstabu

			Work environment description: Promotes creativity (strongly agree to strongl disagree scale)						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count	1	3	5	5	1		15
		% within Place where survey was carried out	6.7%	20.0%	33.3%	33.3%	6.7%		100.0%
		% within Work environment description Promotes creativity (strongly agree to strongly disagree scale)	33.3%	42.9%	41.7%	41.7%	50.0%		40.5%
		% of Total	2.7%	8.1%	13.5%	13.5%	2.7%		40.5%
	Dublin	Count	2	4	7	7	1	1	22
		% within Place where survey was carried out	9.1%	18.2%	31.8%	31.8%	4.5%	4.5%	100.0%
		% within Work environment description Promotes creativity (strongly agree to strongly disagree scale)	66.7%	57.1%	58.3%	58.3%	50.0%	100.0%	59.5%
		% of Total	5.4%	10.8%	18.9%	18.9%	2.7%	2.7%	59.5%
Total		Count	3	7	12	12	2	1	37
		% within Place where survey was carried out	8.1%	18.9%	32.4%	32.4%	5.4%	2.7%	100.0%
		% within Work environment description Promotes creativity (strongly agree to strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	8.1%	18.9%	32.4%	32.4%	5.4%	2.7%	100.0%

Figure 98. Histogram: Promotes Creativity



Work Environment: Promotes Creativity

A small majority of Dublin respondents disagreed with the statement that their work environment promotes creativity. 7 Dublin respondents (31.8 percent) disagreed, while 1 (4.5 percent) strongly disagreed, giving a total of 36.3 percent who disagreed that their work promotes creativity. The following Dublin respondents agreed with this statement: 4 respondents (18.2 percent) agreed, and 2 respondents (9.1 percent) strongly agreed, giving a total of 27.3 Dublin respondents who agreed that work promoted creativity. 7 Dublin respondents (31.8 percent) were undecided

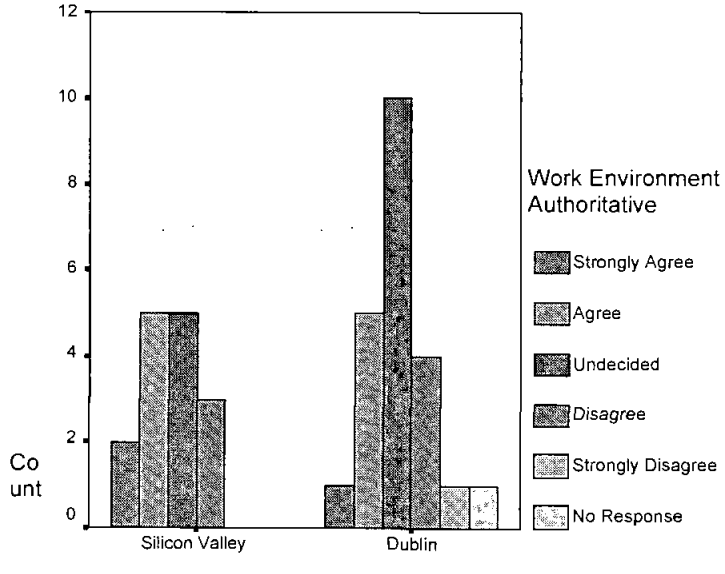
A small majority of Silicon Valley respondents also disagreed that their work environment promoted creativity. 5 Silicon Valley respondents (33.3 percent) disagreed, and 1 (6.7 percent) strongly agreed, giving a total of 40 percent who disagreed that work promotes creativity. 3 Silicon Valley respondents (20 percent) agreed, and 1 respondent (6.7 percent) strongly agreed, giving a total of 26.7 per sent who agreed that their work place promoted creativity. 5 Silicon Valley respondents (33.3 percent) were undecided.

Table 195. Crosstabulation: Authoritative

ere survey was carried out * Work environment description: Authoritative (strongly agree to strongly disagree scale) Crosst

			environment description: Authoritative (strongly agree to strongly dis scale)						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where surv	Silicon Valle	Count	2	5	5	3			15
was carried out		% within Place where survey was carried ou	13.3%	33.3%	33.3%	20.0%			100.0%
		% within Work environment descripti Authoritative (strongly agree to strongly disagree scale)	66.7%	50.0%	33.3%	42.9%			40.5%
		% of Total	5.4%	13.5%	13.5%	8.1%			40.5%
	Dublin	Count	1	5	10	4	1	1	22
		% within Place where survey was carried ou	4.5%	22.7%	45.5%	18.2%	4.5%	4.5%	100.0%
		% within Work environment descripti Authoritative (strongly agree to strongly disagree scale)	33.3%	50.0%	66.7%	57.1%	100.0%	100.0%	59.5%
		% of Total	2.7%	13.5%	27.0%	10.8%	2.7%	2.7%	59.5%
Total		Count	3	10	15	7	1	1	37
		% within Place where survey was carried ou	8.1%	27.0%	40.5%	18.9%	2.7%	2.7%	100.0%
		% within Work environment descripti Authoritative (strongly agree to strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	8.1%	27.0%	40.5%	18.9%	2.7%	2.7%	100.0%

Figure 99.Histogram: Authoritative



Work Environment: Authoritative

A majority of Dublin respondents were undecided as to whether or not their work place was authoritative: 10 respondents (45.5 percent). The following Dublin respondents agreed that work was authoritative: 5 (22.7 percent) agreed, and 1 (4.5 percent) strongly agreed, giving a total of 27.2 percent agreed with the statement that their work environment was authoritative. The following Dublin respondents disagreed with this statement: 4 (18.2 percent) disagreed, while 1 (4.5 percent) strongly disagreed, giving a total of 22.7 percent who disagreed that work was authoritative.

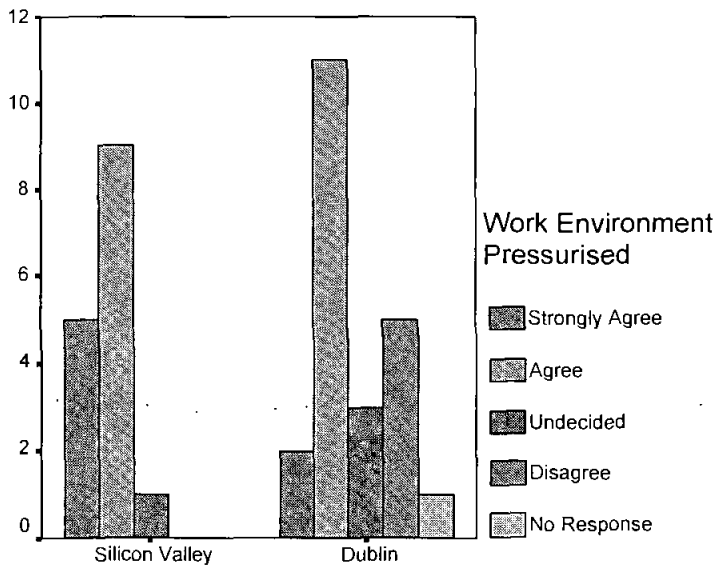
In contrast to Dublin respondents, a small of Silicon Valley respondents agreed that their work environment was authoritative. 5 Silicon Valley respondents (33.3 percent) agreed, and 2 (13.3 percent) strongly agreed, giving a total of 46.6 percent who agreed what work was authoritative. 3 respondents (20 percent) disagreed with the statement that their work environment was authoritative. 5 Silicon Valley respondents (33.3 percent) were undecided as to whether or not their workplace was authoritative.

Table 196. Crosstabulation: Pressurised

where survey was carried out * Work environment description: Pressurised (strongly agree to strongly disagree scale) Crosstabu

			Work environment description: Pressurised (strongly agree to strongly disagree scale)					
			Strongly Agree	Agree	Undecided	Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count	5	9	1			15
		% within Place where survey was carried out	33.3%	60.0%	6.7%			100.0%
		% within Work environment description: Pressurised (strongly agree to strongly disagree scale)	71.4%	45.0%	25.0%			40.5%
		% of Total	13.5%	24.3%	2.7%			40.5%
	Dublin	Count	2	11	3	5	1	22
		% within Place where survey was carried out	9.1%	50.0%	13.6%	22.7%	4.5%	100.0%
		% within Work environment description: Pressurised (strongly agree to strongly disagree scale)	28.6%	55.0%	75.0%	100.0%	100.0%	59.5%
		% of Total	5.4%	29.7%	8.1%	13.5%	2.7%	59.5%
Total		Count	7	20	4	5	1	37
		% within Place where survey was carried out	18.9%	54.1%	10.8%	13.5%	2.7%	100.0%
		% within Work environment description: Pressurised (strongly agree to strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	18.9%	54.1%	10.8%	13.5%	2.7%	100.0%

Figure 100. Histogram: Pressurised



12.3.18.8 Work Environment: Pressurised

A large majority of Dublin respondents agreed with the statement that their work environment was pressurised. 11 Dublin respondents (50 percent) agreed, and 2 respondents (9.1 percent) strongly agreed, giving a total of 59.1 percent who agreed that the work environment was pressurized. 5 Dublin respondents (22.7 percent) disagreed with this statement. 3 Dublin respondents (13.6 percent) were undecided.

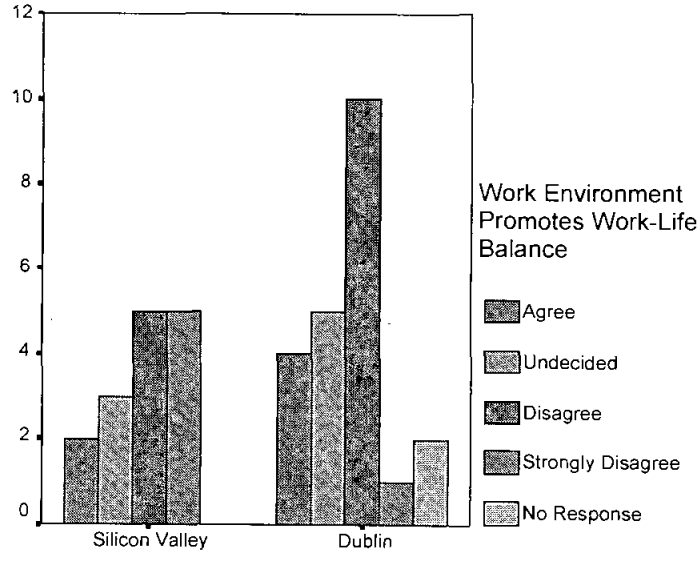
A large majority of Silicon Valley respondents also agreed that their work environment was pressurized. 9 Silicon Valley respondents (60 percent) agreed, and 5 (33.3 percent) strongly agreed, giving a total of 93.3 percent who agreed with the statement that their work was pressurized. No Silicon Valley respondent disagreed with this statement. 1 respondent (6.7 percent) was undecided.

Table 197. Crosstabulation: Promotes Work-life Balance

: where survey was carried out * Work environment description: Promotes work-life balance (strongly agree to strongly disagree s Crosstabulation

			ork environment description: Promotes work-life balance (strong agree to strongly disagree scale)					
			Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count	2	3	5	5		15
		% within Place where survey was carried out	13.3%	20.0%	33.3%	33.3%		100.0%
		% within Work environment description: Promotes work-life balance (strongly agree t strongly disagree scale)	33.3%	37.5%	33.3%	83.3%		40.5%
		% of Total	5.4%	8.1%	13.5%	13.5%		40.5%
	Dublin	Count	4	5	10	1	2	22
		% within Place where survey was carried out	18.2%	22.7%	45.5%	4.5%	9.1%	100.0%
		% within Work environment description: Promotes work-life balance (strongly agree t strongly disagree scale)	66.7%	62.5%	66.7%	16.7%	100.0%	59.5%
		% of Total	10.8%	13.5%	27.0%	2.7%	5.4%	59.5%
Total		Count	6	8	15	6	2	37
		% within Place where survey was carried out	16.2%	21.6%	40.5%	16.2%	5.4%	100.0%
		% within Work environment description: Promotes work-life balance (strongly agree t strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	16.2%	21.6%	40.5%	16.2%	5.4%	100.0%

Figure 101. Histogram: Promotes Work-life Balance



Work Environment: Promotes Work-Life Balance

A majority of Dublin respondents disagreed with the statement that their work environment promoted work-life balance. 10 Dublin respondents (45.5 percent) disagreed that work promoted work-life balance. 4 Dublin respondents (18.2 percent) agreed, while 1 respondent (4.5 percent) strongly agreed, giving a total of 22.7 percent who agreed that work promoted work-life balance. 5 Dublin respondents (22.7 percent) were undecided.

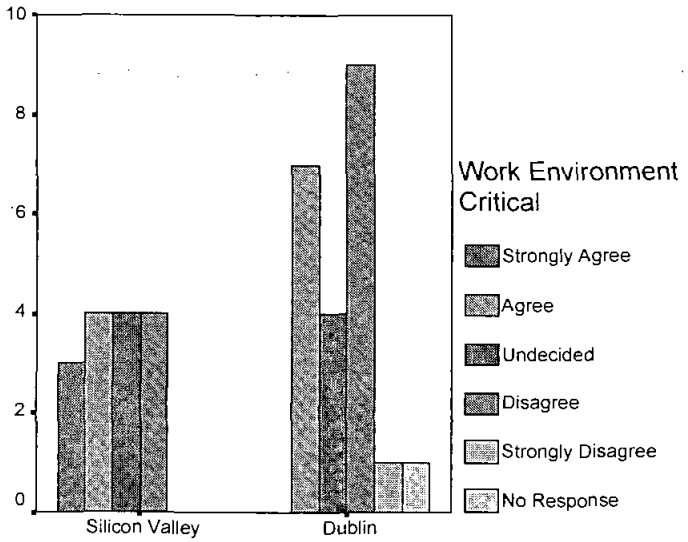
A large majority of Silicon Valley respondents also disagreed that their work environment promoted work-life balance. 5 Silicon Valley respondents (33.3 percent) disagreed, and 5 (33.3 percent) strongly disagreed, giving a total of 66.6 percent who disagreed with the statement that work promoted work-life balance. Only 2 Silicon Valley respondents (13.3 percent) agreed with this statement. 3 respondents (20 percent) were undecided.

Table 198. Crosstabulation: Critical

'here survey was carried out * Work environment description: Critical (strongly agree to strongly disagree scale) Crosstab

			nvironment description: Critical (strongly agree to strongly disagree						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where surv was carried out	Silicon Valle	Count	3	4	4	4			15
		% within Place where survey was carried ou	20.0%	26.7%	26.7%	26.7%			100.0%
		% within Work environment descript Critical (strongly agre strongly disagree sca	100.0%	36.4%	50.0%	30.8%			40.5%
		% of Total	8.1%	10.8%	10.8%	10.8%			40.5%
	Dublin	Count		7	4	9	1	1	22
		% within Place where survey was carried ou		31.8%	18.2%	40.9%	4.5%	4.5%	100.0%
		% within Work environment descript Critical (strongly agre strongly disagree sca		63.6%	50.0%	69.2%	100.0%	100.0%	59.5%
		% of Total		18.9%	10.8%	24.3%	2.7%	2.7%	59.5%
Total		Count	3	11	8	13	1	1	37
		% within Place where survey was carried ou	8.1%	29.7%	21.6%	35.1%	2.7%	2.7%	100.0%
		% within Work environment descript Critical (strongly agre strongly disagree sca	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	8.1%	29.7%	21.6%	35.1%	2.7%	2.7%	100.0%

Figure 102. Histogram: Critical



Work Environment: Critical

A majority of Dublin respondents disagreed with the statement that their work environment was critical. 9 Dublin respondents (40.9 percent) disagreed, while 1 respondent (4.5 percent) strongly disagreed, giving a total of 45.4 percent who disagreed what work was critical. 7 Dublin respondents (31.8 percent) agreed that work was critical. 4 Dublin respondents (18.2 percent) were undecided.

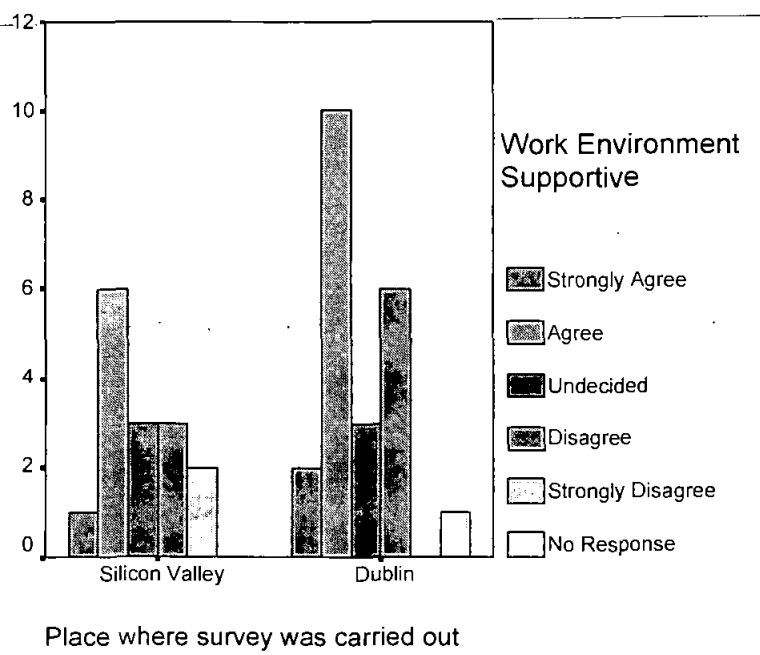
In contrast to Dublin respondents, a small majority of Silicon Valley respondents agreed that their work environment was critical. 4 Silicon Valley respondents (26.7 percent) agreed, and 3 (20 percent) strongly agreed, giving a total of 46.7 percent who agreed what work was critical. 4 respondents (26.7 percent) disagreed with the statement that their work environment was critical. 4 Silicon Valley respondents (26.7 percent) were undecided.

Table 199. Crosstabulation: Supportive

ace where survey was carried out * Work environment description: Supportive (strongly agree to strongly disagree scale) Crosstabulatic

			ork environment description: Supportive (strongly agree to strongly disagre scale)						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count	1	6	3	3	2		15
		% within Place where survey was carried out	6.7%	40.0%	20.0%	20.0%	13.3%		100.0%
		% within Work environment description: Supportive (strongly agree to strongly disagree scale	33.3%	37.5%	50.0%	33.3%	100.0%		40.5%
		% of Total	2.7%	16.2%	8.1%	8.1%	5.4%		40.5%
	Dublin	Count	2	10	3	6		1	22
		% within Place where survey was carried out	9.1%	45.5%	13.6%	27.3%		4.5%	100.0%
		% within Work environment description: Supportive (strongly agree to strongly disagree scale	66.7%	62.5%	50.0%	66.7%		100.0%	59.5%
		% of Total	5.4%	27.0%	8.1%	16.2%		2.7%	59.5%
Total		Count	3	16	6	9	2	1	37
		% within Place where survey was carried out	8.1%	43.2%	16.2%	24.3%	5.4%	2.7%	100.0%
		% within Work environment description: Supportive (strongly agree to strongly disagree scale	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	8.1%	43.2%	16.2%	24.3%	5.4%	2.7%	100.0%

Figure 103. Histogram: Supportive



Work Environment: Supportive

A majority of Dublin respondents agreed with the statement that their work environment was supportive. 10 Dublin respondents (45.5 percent) agreed, while 2 respondents (9.1

percent) strongly agreed, giving a total of 54.6 percent who agreed what work was supportive. However 6 respondents (27.3 percent) disagreed that work was supportive. 3 Dublin respondents (13.6 percent) were undecided.

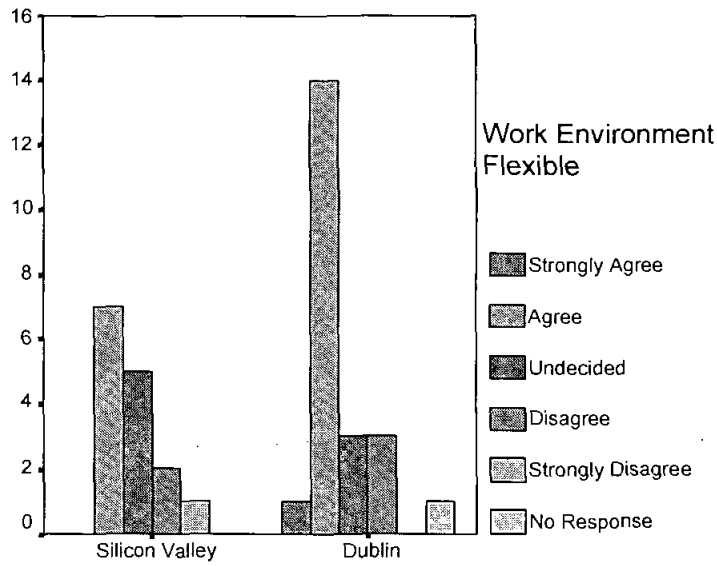
A small majority of Silicon Valley respondents also agreed that their work environment was supportive. 6 Silicon Valley respondents (40 percent) agreed, and 1 (6.7 percent) strongly agreed, giving a total of 46.7 percent who agreed that work was supportive. 3 Silicon Valley respondents (20 percent) disagreed, and 2 respondents (13.3 percent) strongly disagreed with the statement that their work environment was supportive. 3 Silicon Valley respondents (20 percent) were undecided.

Table 200. Crosstabulation: Flexible

:e where survey was carried out * Work environment description: Flexible (strongly agree to strongly disagree scale) Crosstabulat

			environment description: Flexible (strongly agree to strongly disagree s						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where surve was carried out	Silicon Valley	Count		7	5	2	1		15
		% within Place where survey was carried out		46.7%	33.3%	13.3%	6.7%		100.0%
		% within Work environment descriptio Flexible (strongly agree strongly disagree scale		33.3%	62.5%	40.0%	100.0%		40.5%
		% of Total		18.9%	13.5%	5.4%	2.7%		40.5%
	Dublin	Count	1	14	3	3		1	22
		% within Place where survey was carried out	4.5%	63.6%	13.6%	13.6%		4.5%	100.0%
		% within Work environment descriptio Flexible (strongly agree strongly disagree scale	100.0%	66.7%	37.5%	60.0%		100.0%	59.5%
		% of Total	2.7%	37.8%	8.1%	8.1%		2.7%	59.5%
Total		Count	1	21	8	5	1	1	37
		% within Place where survey was carried out	2.7%	56.8%	21.6%	13.5%	2.7%	2.7%	100.0%
		% within Work environment descriptio Flexible (strongly agree strongly disagree scale	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	2.7%	56.8%	21.6%	13.5%	2.7%	2.7%	100.0%

Figure 104. Histogram: Flexible



Work Environment: Flexible

A large majority of Dublin respondents agreed with the statement that their work environment was flexible. 14 Dublin respondents (63.6 percent) agreed, while 1 (4.5 percent) strongly agreed, giving a total of 68.1 percent who agreed what work was flexible. 3 Dublin respondents (13.6 percent) disagreed that work was flexible. 3 Dublin respondents (13.6 percent) were undecided.

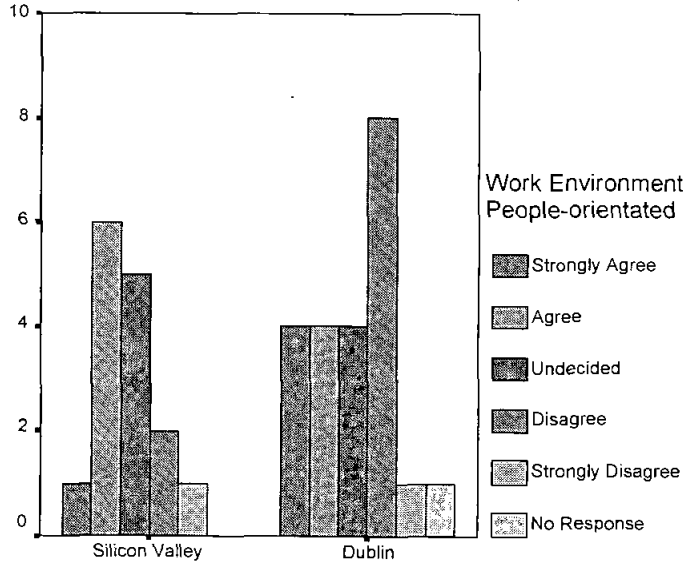
A majority of Silicon Valley respondents also agreed that their work environment was flexible. 7 Silicon Valley respondents (46.7 percent) agreed that work was flexible. 2 Silicon Valley respondents (13.3 percent) disagreed, and 1 respondent (6.7) strongly disagreed, giving a total of 20 percent who disagreed with the statement that their work environment was flexible. 5 Silicon Valley respondents (33.3 percent) were undecided.

Table 201. Crosstabulation: People-orientated

re survey was carried out * Work environment description: People-orientated (strongly agree to strongly disagree scale) Crosst

			rk environment description: People-orientated (strongly agree to stron disagree scale)						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where surve was carried out	Silicon Valle	Count	1	6	5	2	1		15
		% within Place where survey was carried ou	6.7%	40.0%	33.3%	13.3%	6.7%		100.0%
		% within Work environment descripti People-orientated (strongly agree to strongly disagree scal	20.0%	60.0%	55.6%	20.0%	50.0%		40.5%
		% of Total	2.7%	16.2%	13.5%	5.4%	2.7%		40.5%
	Dublin	Count	4	4	4	8	1	1	22
		% within Place where survey was carried ou	18.2%	18.2%	18.2%	36.4%	4.5%	4.5%	100.0%
		% within Work environment descripti People-orientated (strongly agree to strongly disagree scal	80.0%	40.0%	44.4%	80.0%	50.0%	100.0%	59.5%
		% of Total	10.8%	10.8%	10.8%	21.6%	2.7%	2.7%	59.5%
Total		Count	5	10	9	10	2	1	37
		% within Place where survey was carried ou	13.5%	27.0%	24.3%	27.0%	5.4%	2.7%	100.0%
		% within Work environment descripti People-orientated (strongly agree to strongly disagree scal	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	13.5%	27.0%	24.3%	27.0%	5.4%	2.7%	100.0%

Figure 105. Histogram: People-orientated



Work Environment: People-orientated

A small majority of Dublin respondents disagreed with the statement that their work environment was people-orientated. 8 Dublin respondents (36.4 percent) disagreed, while 1 respondent (4.5 percent) strongly disagreed, giving a total of 40.9 percent who disagreed with the statement that their workplace was people-orientated. However a large minority agreed with this statement: 4 respondents (18.2 percent) agreed, and 4 respondents (18.2 percent) strongly agreed, giving a total of 36.4 Dublin respondents who agreed that work was people-orientated. 4 Dublin respondents (18.2 percent) were undecided.

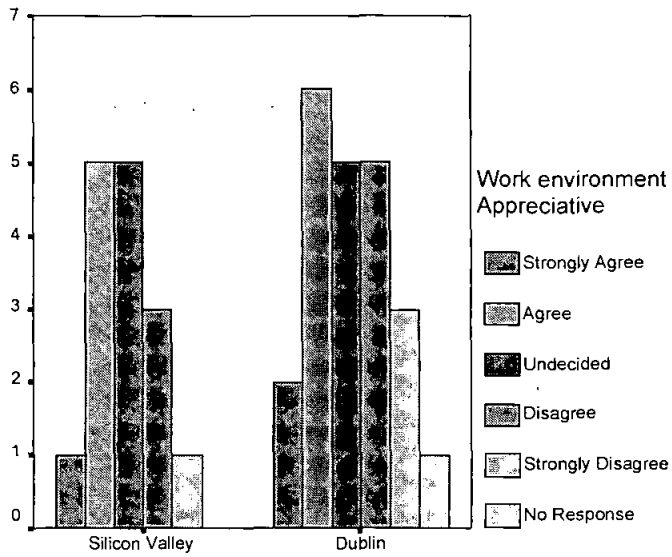
In contrast to Dublin respondents, a majority of Silicon Valley respondents agreed that their work environment was people-orientated. 6 Silicon Valley respondents (40 percent). agreed, and 1 (6.7 percent) strongly agreed, giving a total of 46.7 percent who agreed that work was people-orientated. 2 Silicon Valley respondents (13.3 percent) disagreed, while 1 resident (6.7 percent) strongly disagreed, giving a total of 21 per cent who disagreed with the statement that their work environment was people-orientated. 5 Silicon Valley respondents (33.3 percent) were undecided.

Table 202.Crosstabulation: Appreciative

where survey was carried out * Work environment description: Appreciative (strongly agree to strongly disagree scale) Crosstabu

			k environment description: Appreciative (strongly agree to strongly disag scale)						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where surve	Silicon Valley	Count	1	5	5	3	1		15
was carried out		% within Place where survey was carried out	6.7%	33.3%	33.3%	20.0%	6.7%		100.0%
		% within Work environment descriptio Appreciative (strongly agree to strongly disagree scale)	33.3%	45.5%	50.0%	37.5%	25.0%		40.5%
		% of Total	2.7%	13.5%	13.5%	8.1%	2.7%		40.5%
	Dublin	Count	2	6	5	5	3	1	22
		% within Place where survey was carried out	9.1%	27.3%	22.7%	22.7%	13.6%	4.5%	100.0%
		% within Work environment descriptio Appreciative (strongly agree to strongly disagree scale)	66.7%	54.5%	50.0%	62.5%	75.0%	100.0%	59.5%
		% of Total	5.4%	16.2%	13.5%	13.5%	8.1%	2.7%	59.5%
Total		Count	3	11	10	8	4	1	37
		% within Place where survey was carried out	8.1%	29.7%	27.0%	21.6%	10.8%	2.7%	100.0%
		% within Work environment descriptio Appreciative (strongly agree to strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	8.1%	29.7%	27.0%	21.6%	10.8%	2.7%	100.0%

Figure 106. Histogram: Appreciative



Work Environment: Appreciative

Results were evenly divided for Dublin respondents as to whether their work environment was appreciative. 6 Dublin respondents (27.3 percent) agreed, while 2 (9.1 percent) strongly agreed, giving a total of 36.4 percent who agreed that work was appreciative. 5 respondents (22.7 percent) disagreed, and 3 respondents (13.6 percent) strongly disagreed, giving a total of 36.3 Dublin respondents who disagreed that work was appreciative. 5 Dublin Valley respondents (22.7 percent) were undecided.

A small majority of Silicon Valley respondents agreed that their work environment was appreciative. 5 Silicon Valley respondents (33.3 percent) agreed, and 1 (6.7 percent) strongly agreed, giving a total of 40 percent who agreed that work was appreciative. 3 Silicon Valley respondents (20 percent) disagreed, while 1 respondent (6.7) strongly disagreed, giving a total of 26.7 percent who disagreed with the statement that their work environment was appreciative. 5 Silicon Valley respondents (33.3 percent) were undecided.

Question 19a. How long have you been in your current employment?

Table 203. Crosstabulation: Time in current employment

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Place where survey was carried out * Time in current employment	37	100.0%	0	.0%	37	100.0%

Table 204. Crosstabulation: Place where survey was carried out – Time in current employment

Place where survey was carried out * Time in current employment Crosstabulation

			Time in current employment										
			No Response	< 1	1 < 2	2 < 3	3 < 4	4 < 5	5 < 6	6 to 10	11 to 20	20 to 40	Total
Place where sur	Silicon Vall	Count		1	2	5	3	1		1	2		15
was carried out		% within Place w survey was carrie		6.7%	13.3%	33.3%	20.0%	6.7%		6.7%	13.3%		100.0%
		% within Time in current employm		33.3%	66.7%	55.6%	60.0%	50.0%		12.5%	100.0%		40.5%
		% of Total		2.7%	5.4%	13.5%	8.1%	2.7%		2.7%	5.4%		40.5%
	Dublin	Count	2	2	1	4	2	1	2	7		1	22
		% within Place w survey was carrie	9.1%	9.1%	4.5%	18.2%	9.1%	4.5%	9.1%	31.8%		4.5%	100.0%
		% within Time in current employm	100.0%	66.7%	33.3%	44.4%	40.0%	50.0%	100.0%	87.5%		100.0%	59.5%
		% of Total	5.4%	5.4%	2.7%	10.8%	5.4%	2.7%	5.4%	18.9%		2.7%	59.5%
Total		Count	2	3	3	9	5	2	2	8	2	1	37
		% within Place w survey was carrie	5.4%	8.1%	8.1%	24.3%	13.5%	5.4%	5.4%	21.6%	5.4%	2.7%	100.0%
		% within Time in current employm	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	5.4%	8.1%	8.1%	24.3%	13.5%	5.4%	5.4%	21.6%	5.4%	2.7%	100.0%

Figure 107. Histogram: How long in current employment

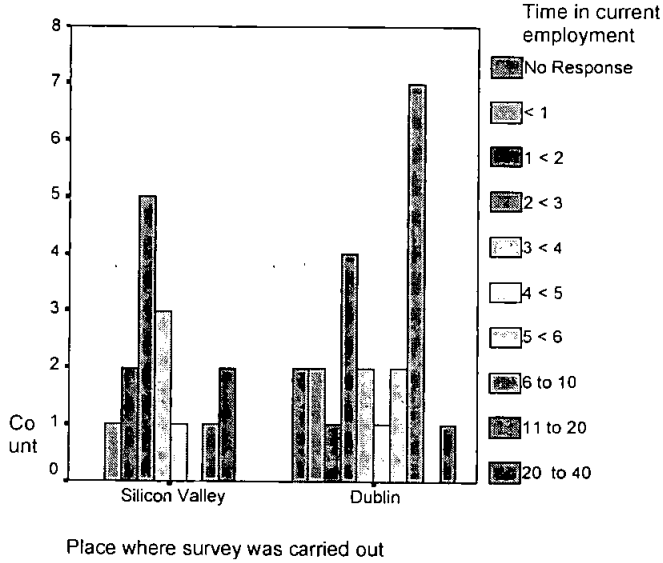


Table 205. Frequencies for Combined Dublin and Silicon Valley: Time in Current Employment

Statistics

		Place where survey was carried out	Time in current employment
N	Valid	37	37
	Missing	0	0
Mean		1.59	5.3108
Median		2.00	3.0000
Mode		2	2.00
Std. Deviation		.50	5.6867
Variance		.25	32.3382
Range		1	21.00
Minimum		1	.00
Maximum		2	21.00
Sum		59	196.50

Table 206. Frequencies for Dublin Time in Current Employment

Statistics

Time in current employment

N	Valid	22
	Missing	0
Mean		5.9055
Median		3.7500
Mode		.00[a]
Std. Deviation		8.2500
Variance		68.0626
Range		40.00
Minimum		.00
Maximum		40.00
Sum		129.92

a. Multiple modes exist. The smallest value is shown

Table 207. Frequencies for Silicon Valley Time in Current Employment

Statistics

Time in current employment

N	Valid	15
	Missing	0
Mean		3.7600
Median		2.0000
Mode		2.00
Std. Deviation		3.6849
Variance		13.5783
Range		11.60
Minimum		.40
Maximum		12.00
Sum		56.40

Dublin results for length of time in employment show a range from less than 1 year, to between 20 and 40 years. Variance is 68.06, and standard deviation is 8.25. 7 Dublin respondents (31.8 per cent) reported a length of time employed less than 3 years. 5 Dublin respondents (22.7 per cent) reported a length of time employed between 3 years and less than 6 years. 7 Dublin respondents (31.8 per cent) reported a length of time employed between 6 to less than 10 years. Just 1 Dublin respondent (4.5 percent) reported being employed for more than 20 years.

Silicon Valley results for length of time of employment show a range from less than 1 year, to between 10 and 20 years. Variance is 13.58, and standard deviation is 3.68. 8 Silicon Valley respondents (53.3 per cent) reported a length of time employed between less than 3 years, compared with 31.8 percent of Dublin respondents. 4 Silicon Valley respondents (26.7 per cent) reported a length of time employed between 3 years and less than 6 years, compared with 22.7 percent of Dublin respondents. 1 Silicon Valley respondent (6.7 per cent) reported a length of time employed between 6 to less than 10 years, compared with 31.8 percent of Dublin respondents. 2 Silicon Valley respondents (13.3 percent) reported being employed for between 10 and less than 20 years.

Overall these results indicate that Dublin respondents (with a mean of 5.9 years) are employed for longer periods of time compared to Silicon Valley respondents (with a mean of 3.76 years employed).

Question 19b. How long were you in your last employment?

Table 208. Crosstabulation: Time in last employment

Place where survey was carried out * Time in last employment Crosstabulation

			Time in last employment									
			First Job	< 1	1 < 2	2 < 3	3 < 4	4 < 5	5 < 6	6 to 10	No Response	Total
Place where su	Silicon Val	Count	1	1	7	3	1	1	1			15
was carried out		% within Place w survey was carri	6.7%	6.7%	46.7%	20.0%	6.7%	6.7%	6.7%			100.0%
		% within Time in employment	14.3%	50.0%	63.6%	50.0%	50.0%	25.0%	50.0%			40.5%
		% of Total	2.7%	2.7%	18.9%	8.1%	2.7%	2.7%	2.7%			40.5%
	Dublin	Count	6	1	4	3	1	3	1	2	1	22
		% within Place w survey was carri	27.3%	4.5%	18.2%	13.6%	4.5%	13.6%	4.5%	9.1%	4.5%	100.0%
		% within Time in employment	85.7%	50.0%	36.4%	50.0%	50.0%	75.0%	50.0%	100.0%	100.0%	59.5%
		% of Total	16.2%	2.7%	10.8%	8.1%	2.7%	8.1%	2.7%	5.4%	2.7%	59.5%
Total		Count	7	2	11	6	2	4	2	2	1	37
		% within Place w survey was carri	18.9%	5.4%	29.7%	16.2%	5.4%	10.8%	5.4%	5.4%	2.7%	100.0%
		% within Time in employment	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	18.9%	5.4%	29.7%	16.2%	5.4%	10.8%	5.4%	5.4%	2.7%	100.0%

Figure 108. Histogram: Time in last employment

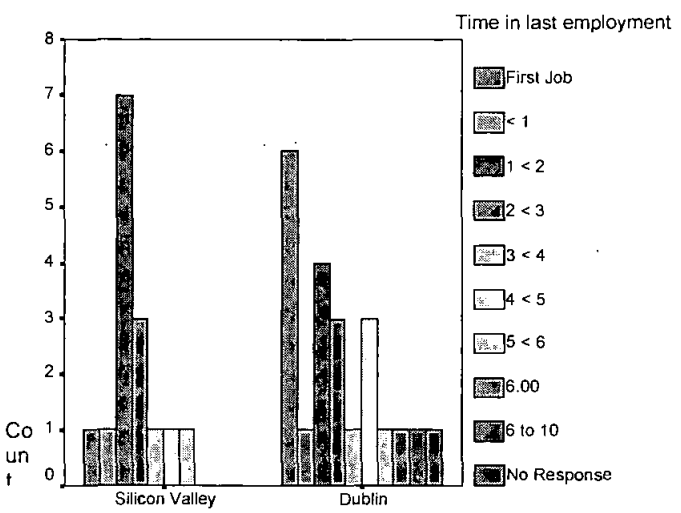


Table 209. Frequencies for Combined Dublin and Silicon Valley Time in Last Employment

Statistics

		Place where survey was carried out	Time in last employment
N	Valid	37	37
	Missing	0	0
Mean		1.59	2.0541
Mode		2	1.00
Std. Deviation		.50	2.4232
Variance		.25	5.8720
Range		1	10.00
Minimum		1	.00
Maximum		2	10.00
Sum		59	76.00

Table 210. Frequencies for Dublin Time in Last Employment

Statistics

Time in last employment

N	Valid	21
	Missing	1
Mean		2.2976
Median		1.5000
Mode		.00
Std. Deviation		2.6072
Variance		6.7976
Range		10.00
Minimum		.00
Maximum		10.00
Sum		48.25

Table 211. Frequencies for Silicon Valley Time in Last Employment

Statistics

Time in last employment

N	Valid	15
	Missing	0
Mean		1.7267
Median		1.0000
Mode		1.00
Std. Deviation		1.3546
Variance		1.8350
Range		5.00
Minimum		.00
Maximum		5.00
Sum		25.90

Dublin results for length of time in last employment show a range from less than 1 year, to 10 years. Variance is 6.798, and standard deviation is 2.607. 6 Dublin respondents (27.3 per cent) reported that the current job was their first job. 8 Dublin respondents (36.4 per cent) reported a length of time employed in their last job as less than 3 years. 5 Dublin respondents (22.7 per cent) reported a length of time employed in last job between 3 and less than 6 years. 2 1 Dublin respondent (9.1 percent) reported being employed in last job between 6 and less than 10 years.

Silicon Valley results for length of time of last employment show a range from less than 1 year to 5 years. Variance is very low at 1.835, and standard deviation is 1.355. 1 Silicon Valley respondent (6.7 per cent) reported that this was a first job, compared with 27.3 per cent of Dublin respondents. 11 Silicon Valley respondents (73.3 per cent) reported a length of time in last employment of less than 3 years, compared with 36.4 percent of Dublin respondents. 3 Silicon Valley respondents (20 per cent) reported a length of time in last employment of 3 years or more but less than 6 years, compared with 22.7 per cent of Dublin respondents.

Overall these results indicate that Dublin respondents (with a mean of 2.30 years) were employed for longer periods of time in their last employment compared to Silicon Valley respondents (with a mean of 1.73 years employed).

Question 19c. What is the optimum time you consider to be in employment in any firm?

Table 212. Crosstabulation: Optimum time in employment

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Place where survey was carried out * Optimum time in any employment	37	100.0%	0	.0%	37	100.0%

Table 213. Crosstabulation: Place where survey was carried out - optimum time in employment

Place where survey was carried out * Optimum time in any employment Crosstabulation

			Optimum time in any employment										
			< 1	2 < 3	2.50	3 < 4	4 < 5	5 < 6	6 to 10	11 to 20	20 to 40	No Respons	Total
Place where s	Silicon Va	Count		2			5	5	2	1			15
was carried o		% within Place v survey was carr		13.3%			33.3%	33.3%	13.3%	6.7%			00.0%
		% within Optimu in any employm		66.7%			50.0%	50.0%	00.0%	00.0%			40.5%
		% of Total		5.4%			13.5%	13.5%	5.4%	2.7%			40.5%
	Dublin	Count	1	1	1	2	5	5			1	6	22
		% within Place v survey was carr	4.5%	4.5%	4.5%	9.1%	22.7%	22.7%			4.5%	27.3%	00.0%
		% within Optimu in any employm	00.0%	33.3%	00.0%	00.0%	50.0%	50.0%			00.0%	100.0%	59.5%
		% of Total	2.7%	2.7%	2.7%	5.4%	13.5%	13.5%			2.7%	16.2%	59.5%
Total		Count	1	3	1	2	10	10	2	1	1	6	37
		% within Place v survey was carr	2.7%	8.1%	2.7%	5.4%	27.0%	27.0%	5.4%	2.7%	2.7%	16.2%	00.0%
		% within Optimu in any employm	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	100.0%	00.0%
		% of Total	2.7%	8.1%	2.7%	5.4%	27.0%	27.0%	5.4%	2.7%	2.7%	16.2%	00.0%

Figure 109. Histogram: Optimum time in employment

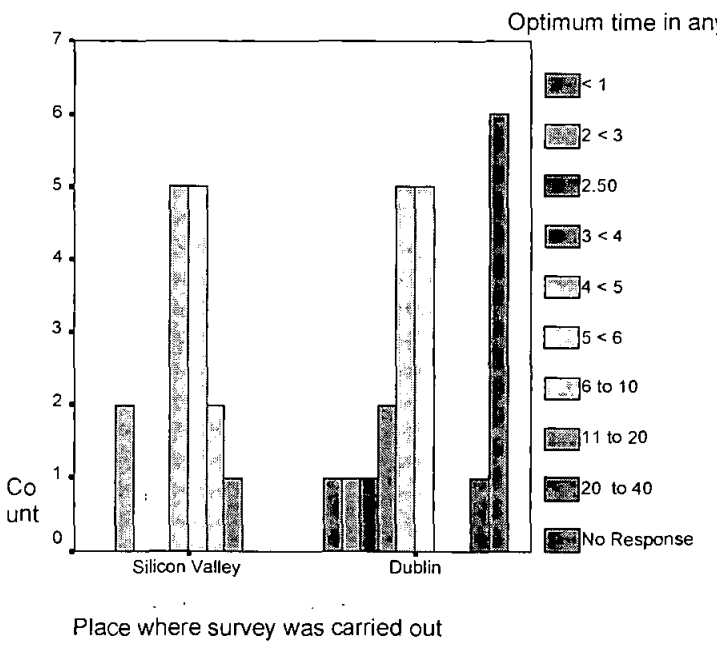


Table 214. Frequencies for Combined Dublin and Silicon Valley: Optimum Time in Employment

Statistics

		Place where survey was carried out	Optimum time in any employment
N	Valid	37	37
	Missing	0	0
Mean		1.59	4.4865
Mode		2	4.00[a]
Std. Deviation		.50	4.5422
Variance		.25	20.6318
Range		1	21.00
Minimum		1	.00
Maximum		2	21.00
Sum		59	166.00

a. Multiple modes exist. The smallest value is shown

Table 215. Frequencies for Dublin: Optimum Time in Employment

Statistics

Optimum time in any employment

N	Valid	22
	Missing	0
Mean		4.8182
Median		3.5000
Mode		.00
Std. Deviation		10.2882
Variance		105.8463
Range		50.00
Minimum		.00
Maximum		50.00
Sum		106.00

Table 216. Frequencies for Silicon Valley: Optimum Time in Employment

Statistics

Optimum time in any employment

N	Valid	15
	Missing	0
Mean		5.1333
Median		5.0000
Mode		4.00[a]
Std. Deviation		3.0206
Variance		9.1238
Minimum		2.00
Maximum		15.00
Sum		77.00

a. Multiple modes exist. The smallest value is shown

Both sets of results for optimum time employed from Dublin and Silicon Valley show a majority of respondents who favoured length of employment of between 3 years and less

than 6 years: 12 Dublin respondents (54.5 per cent), and 10 Silicon Valley respondents (66.6 per cent). 6 Dublin employees surveyed (27.3 percent) did not respond to this question.

Overall these results indicate that both Dublin respondents (with a mean of 4.82 years) and Silicon Valley respondents (with a mean of 5.13 years employed), prefer length of employment to be at least 3 years and less than 6 years.

Question 20. How many hours do you spend at work per week, taking an approximate average over the last three months? < 30, 31 – 35, 36 – 40, 41 – 45, 46 – 50, 51 – 55, 56 – 60, 61 – 65, 66 – 70, > 70

Table 217. Crosstabulation: Hours at work per week

Place where survey was carried out * Hours worked per week Crosstabulation

			Hours worked per week							
			0	31-35	36-40	41-45	46-50	51-55	<30	Total
Place where surve	Silicon Valle	Count			2	4	7	1	1	15
was carried out		% within Place whe survey was carried			13.3%	26.7%	46.7%	6.7%	6.7%	100.0%
		% within Hours worked per week			22.2%	40.0%	58.3%	100.0%	50.0%	40.5%
		% of Total			5.4%	10.8%	18.9%	2.7%	2.7%	40.5%
	Dublin	Count	1	2	7	6	5		1	22
		% within Place whe survey was carried	4.5%	9.1%	31.8%	27.3%	22.7%		4.5%	100.0%
		% within Hours worked per week	100.0%	100.0%	77.8%	60.0%	41.7%		50.0%	59.5%
		% of Total	2.7%	5.4%	18.9%	16.2%	13.5%		2.7%	59.5%
Total		Count	1	2	9	10	12	1	2	37
		% within Place whe survey was carried	2.7%	5.4%	24.3%	27.0%	32.4%	2.7%	5.4%	100.0%
		% within Hours worked per week	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	2.7%	5.4%	24.3%	27.0%	32.4%	2.7%	5.4%	100.0%

Figure 110. Histogram: Hours worked per week

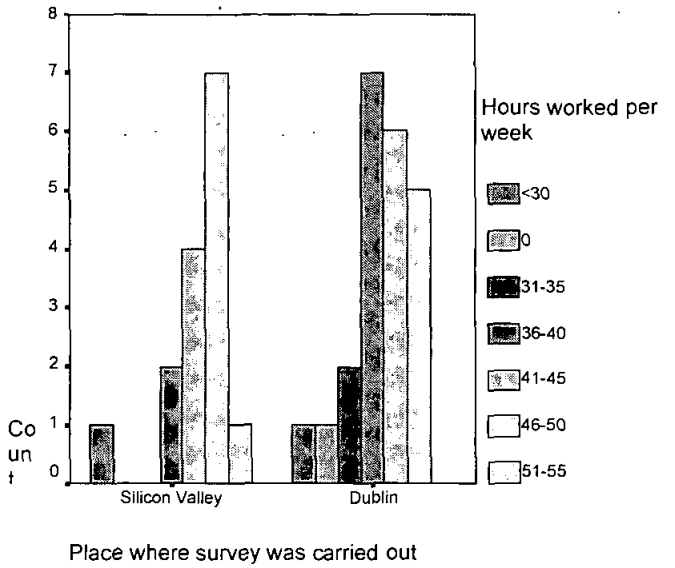


Table 218. Frequencies: Hours worked per week

(Frequencies have been calculated using the mid-point range of hours worked.)

Statistics

		Place where survey was carried out	Hours worked per week
N	Valid	37	37
	Missing	0	0
Mean		1.59	40.46
Median		2.00	43.00
Mode		2	48
Std. Deviation		.50	10.55
Variance		.25	111.20
Range		1	53
Minimum		1	0
Maximum		2	53
Sum		59	1497

The largest response from Dublin employees surveyed as to hours worker per week was as follows: 36 to 40 hours: 7 respondents (31.8 percent); 41 to 45 hours: 6 respondents (27.3 per cent); 46 to 50 hours: 5 respondents (22.7 percent).

The largest response from Silicon Valley employees surveyed as to hours worker per week was as follows: 46 to 50: 7 respondents (46.7 percent); 41 to 45 hours: 4 respondents (26.7 per cent); 36 to 40 hours: 2 respondents (13.3 percent).

Overall, these results indicate that a large percentage of both Silicon Valley and Dublin respondents tend to work more than a 40 hour week. However, a greater percentage of Silicon Valley respondents tend to work more than forty hours per week (73.4 percent) compared to Dublin respondents (50 percent).

Appendix O

Analysis of Main Study Results for Professional and Personal Comparative Study of IT Workers in Dublin Ireland, and Silicon Valley, Californina, USA

Statistics and analysis of main study results are given below.

Question 1. Please tick your gender. Male or Female

Table 219: Crosstabulations: Case Processing Summary – Final Results for Main Study

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Place where survey was carried out * Gender of worker	54	100.0%	0	.0%	54	100.0%

Table 220: Crosstabulations: Place where survey was carried out – Gender Main Study Final Results

Place where survey was carried out * Gender of worker Crosstabulation

			Gender of worker		
			F	M	Total
Place where survey was carried out	Silicon Valley	Count	4	16	20
		% within Place where survey was carried out	20.0%	80.0%	100.0%
		% within Gender of worker	26.7%	41.0%	37.0%
		% of Total	7.4%	29.6%	37.0%
	Dublin	Count	11	23	34
		% within Place where survey was carried out	32.4%	67.6%	100.0%
		% within Gender of worker	73.3%	59.0%	63.0%
		% of Total	20.4%	42.6%	63.0%
Total		Count	15	39	54
		% within Place where survey was carried out	27.8%	72.2%	100.0%
		% within Gender of worker	100.0%	100.0%	100.0%
		% of Total	27.8%	72.2%	100.0%

Figure 111: Histogram: Gender for Final Results for Main Study

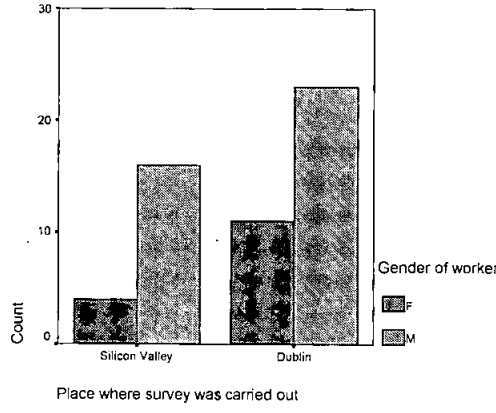


Table 221: Frequencies for Gender – Final Results Main Study

Statistics

		Place where survey was carried out	Gender of worker
N	Valid	54	54
	Missing	0	0
Mean		1.63	
Median		2.00	
Mode		2	
Std. Deviation		.49	
Variance		.24	
Range		1	
Minimum		1	
Maximum		2	
Sum		88	

Table 222: Frequency Table for Gender – Final Results for Main Study

Place where survey was carried out

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Silicon Valley	20	37.0	37.0	37.0
	Dublin	34	63.0	63.0	100.0
	Total	54	100.0	100.0	

Table 223: Frequencies – Gender of Worker For Final Results for Main Study

Gender of worker

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	F	15	27.8	27.8	27.8
	M	39	72.2	72.2	100.0
	Total	54	100.0	100.0	

Both Silicon Valley and Dublin respondents report a large majority of male IT workers. Silicon Valley respondents report 80 percent males, and 20 percent females. Dublin respondents report 67.6 percent males, and 32.4 percent females. Thus females are reported as being very underrepresented among IT respondents in both locations.

Question 2. Which of the following best describes your current position? (Program Manager, Hardware/Software Engineer, Developer/Programmer, Customer Support/Documentation).

Table 224: Crosstabs – Case Processing Summary for Job Title – Final Results for Main Study

Case Processing Summary

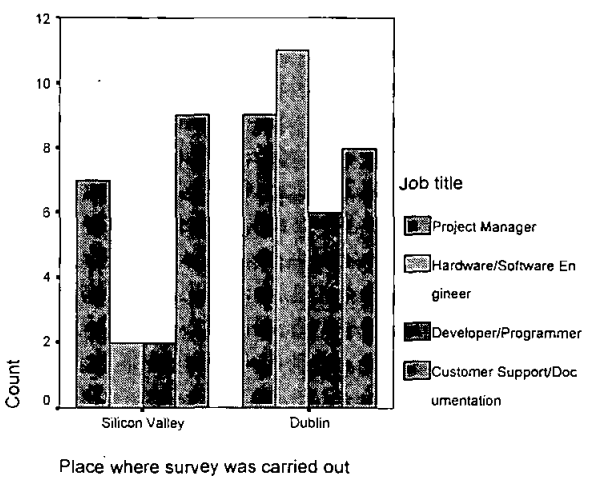
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Place where survey was carried out * Job title	54	100.0%	0	.0%	54	100.0%

Table 225: Crosstabulation – Place where survey was carried out with Job Title for Final Results for Main Study

Place where survey was carried out * Job title Crosstabulation

			Job title				
			Project Manager	Hardware /Software Engineer	Developer/Programmer	Customer Support/Documentation	Total
Place where survey was carried out	Silicon Valley	Count	7	2	2	9	20
		% within Place where survey was carried out	35.0%	10.0%	10.0%	45.0%	100.0%
		% within Job title	43.8%	15.4%	25.0%	52.9%	37.0%
		% of Total	13.0%	3.7%	3.7%	16.7%	37.0%
	Dublin	Count	9	11	6	8	34
		% within Place where survey was carried out	26.5%	32.4%	17.6%	23.5%	100.0%
		% within Job title	56.3%	84.6%	75.0%	47.1%	63.0%
		% of Total	16.7%	20.4%	11.1%	14.8%	63.0%
Total		Count	16	13	8	17	54
		% within Place where survey was carried out	29.6%	24.1%	14.8%	31.5%	100.0%
		% within Job title	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	29.6%	24.1%	14.8%	31.5%	100.0%

Figure 112. Histogram of Job Title – Final Results for Main Study



Job descriptions are more evenly dispersed among Dublin respondents, compared to Silicon Valley respondents. Dublin respondents report 32.4 per cent of Hardware and software engineers, 26.5 per cent of project mangers, 17.6 per cent of developers/programmers, and 23.5 per cent of customer support/documentation.

Silicon Valley respondents present a very different picture, with a majority of 45 per cent of customer support/documentation, 35 per cent of project managers, and then only 10 per cent of hardware and software engineers, and 10 per cent of developers/programmers.

Question 3. What is your highest level of education? Primary, Secondary/High School, Third Level Cert, Third Level Dip, Third Level Degree, Post Graduate. If other please give details.

Table 226: Crosstabulation: Case Processing Summary for Education Level – Final Results Main Study

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Place where survey was carried out * Level of education	53	98.1%	1	1.9%	54	100.0%

Table 227: Crosstabulation: Place where survey was carried out with Education Level – Final Results for Main Study

Place where survey was carried out * Level of education Crosstabulation

			Level of education					
			Secondary/High School	Third Level (Cert)	Third Level (Dip)	Third Level (Degree)	Post Graduate	Total
Place where surve	Silicon Valle	Count		2	1	8	9	20
was carried out		% within Place whe survey was carried		10.0%	5.0%	40.0%	45.0%	100.0%
		% within Level of education		25.0%	20.0%	42.1%	47.4%	37.7%
		% of Total		3.8%	1.9%	15.1%	17.0%	37.7%
	Dublin	Count	2	6	4	11	10	33
		% within Place whe survey was carried	6.1%	18.2%	12.1%	33.3%	30.3%	100.0%
		% within Level of education	100.0%	75.0%	80.0%	57.9%	52.6%	62.3%
		% of Total	3.8%	11.3%	7.5%	20.8%	18.9%	62.3%
Total		Count	2	8	5	19	19	53
		% within Place whe survey was carried	3.8%	15.1%	9.4%	35.8%	35.8%	100.0%
		% within Level of education	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	3.8%	15.1%	9.4%	35.8%	35.8%	100.0%

Table 228: Statistics for Level of Education – Final Results for Main Study

Statistics

		Place where survey was carried out	Level of education
N	Valid	54	53
	Missing	0	1
Mean		1.63	4.85
Median		2.00	5.00
Mode		2	5[a]
Std. Deviation		.49	1.18
Variance		.24	1.40
Range		1	4
Minimum		1	2
Maximum		2	6
Sum		88	257

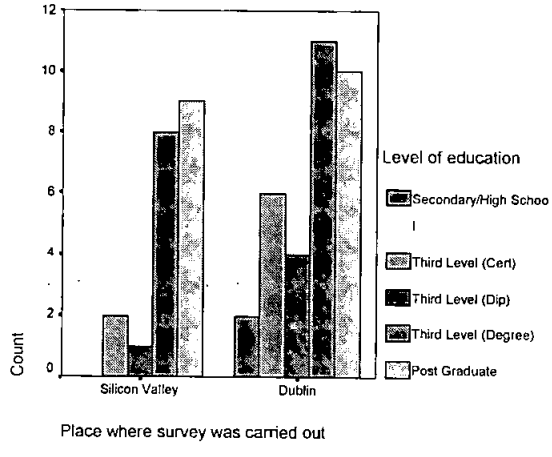
a. Multiple modes exist. The smallest value is shown

Table 229: Frequency Table for Level of Education – Final Results for Main Study

Level of education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Secondary/High School	2	3.7	3.8	3.8
	Third Level (Cert)	8	14.8	15.1	18.9
	Third Level (Dip)	5	9.3	9.4	28.3
	Third Level (Degree)	19	35.2	35.8	64.2
	Post Graduate	19	35.2	35.8	100.0
	Total	53	98.1	100.0	
Missing	System	1	1.9		
Total		54	100.0		

Figure 113: Histogram: Level of Education for Final Results for Main Study



In terms of level of education, Silicon Valley respondents reported the highest level of workers with post-graduate qualifications (45%), followed by a high level of degrees (40%). Third level diplomas accounted for just 5 percent of workers' qualifications, and

third level certificates accounted for a further 10 percent. No response for secondary/high school level of education was reported. Overall, 85 per cent reported having at least a third level degree qualification.

Dublin respondents reported the highest level of degrees (33.3 per cent), followed by post graduate qualifications (30.3 per cent), third level certificates (18.2 per cent), third level diplomas (12.1 per cent), and secondary/high school (6.1 per cent). Overall, 63.6 percent of Dublin respondents reported having at least a third level degree qualification, compared with a higher level of 85 per cent of Silicon Valley respondents.

Question 4. Taking your knowledge/skill base on graduation as 100%, please indicate what is your current knowledge/skill level in each subject listed? (A value of more than 100% indicates new knowledge/skills acquired, while a value of less than 100% indicates that part of your knowledge acquired is not relevant to your professional work).

Skill/Knowledge Area	%	Skill/Knowledge Area	%
Algorithms & Data Structures		Physics	
Architecture		Electronics	
Artificial Intelligence & Robotics		Control Theory	
Database & Information Retrieval		Communications Hardware	
Human Computer Interaction		Management Information Systems	
Numerical & Symbolical Computing		Decision Support Systems	
Operating Systems		Business Subjects	
Programming Languages		Numerical Analysis	
Software Methodology/Engineering		Statistics	
Networks		Operations Research	
Logic		Signal Processing	
Discrete Mathematics		Computational Linguistics	
Automata Theory		Machine Translation	
Cryptography			

The frequency tables and histograms below show the number of responses from Silicon Valley and Dublin (combined frequencies) that were received.

Table 230: Frequencies: Skills/Knowledge Area with Place where survey was carried out for Final Results for Main Study

Place where survey was carried out

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Silicon Valley	20	37.0	37.0	37.0
	Dublin	34	63.0	63.0	100.0
	Total	54	100.0	100.0	

Figure 114: Histogram: Place where survey was carried out for Skills Level - Final Results for Main Study

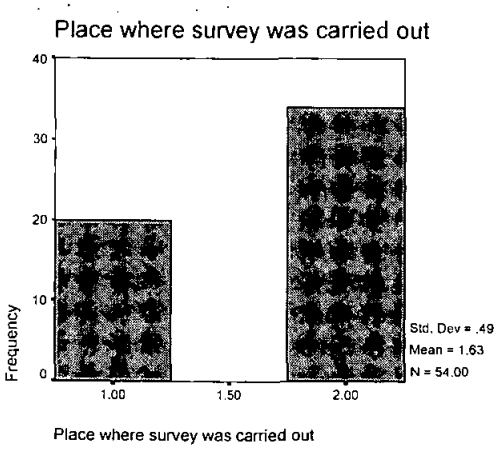


Table 231: Table showing Standard Deviation, Mean, and Median, and Variance for Skill/Knowledge area (combined Dublin and Silicon Valley frequencies) for Final Results for Main Study

Skill/Knowledge	Standard Deviation	Mean	Median	Variance
Algorithms and Data Structures	84.49	79.44	80	7139.31
Architecture	76.29	68.33	50	5819.81
Artificial Intelligence & Robotics	48.73	29.02	0	2374.66
Database & Information Retrieval	85.35	102.96	100	7284.04
Human Computer Interaction	73.46	64.81	55	5396.19
Numerical & Symbolical Computing	53.25	39.62	10	2835.14
Operating Systems	83.35	96.94	100	6949.62
Programming Languages	89.31	110.52	105	7975.95
Software Methodology/Engineering	84.66	95.83	100	7167.69

Skill/Knowledge	Standard Deviation	Mean	Median	Variance
Networks	81.15	113.33	120	6584.91
Logic	73.59	74.54	90	5415.35
Discrete Mathematics	48.56	32.52	0	2357.99
Automata Theory	43.83	22.15	0	1921.23
Cryptography	62.35	43.28	0	3887.53
Physics	78.89	38.52	2.50	6223.24
Electronics	57.41	48.02	40	3296.48
Control Theory	43.06	22.27	0	1853.85
Communications Hardware	75.01	77.96	100	5626.90
Management Information Systems	64.46	84.65	100	4155.21
Decision Support Systems	64.12	51.26	20	4111.43
Business Subjects	95.53	74.07	50	9126.48
Numerical Analysis	68.87	52.88	35	4743.48
Statistics	59.62	49.66	50	3554.77
Operations Research	51.15	36.69	7.50	2613.24
Signal Processing	49.27	28.56	0	2427.78
Computational Linguistics	41.83	24.37	0	1750.16
Machine Translation	39.61	26.75	0	1569.07

From the table above, high levels of standard deviation (from 39.61 to 95.53) occur in the 27 responses to the skills/knowledge question, with standard deviation of greater than 50 occurring in 20 of these cases. Thus data is not clustered near to the mean and in many cases data can be found at the extremities. A large level of variance is also discernible in each of the 27 cases.

This question measured the current level of knowledge or skill of Silicon Valley and Dublin respondents for each skill listed, taking an initial level of 100% for each skill at graduation. An analysis of the responses received, particularly the standard deviation and variance figures in all cases, indicate a very large level of variance between current skill levels of respondents in Silicon Valley, California, and Dublin, Ireland. (Variance in all 27 cases is very high, between 1,569.07 and 9,126.48).

A breakdown of the statistics for each skill/knowledge area is given below, along with histograms showing standard deviation and data distribution.

Algorithms and Data Structures

Table 232: Statistics: Skills level: Algorithms & Data Structures (%) for Final Results for Main Study

Statistics

Skills level: Algorithms & Data Structures (%)

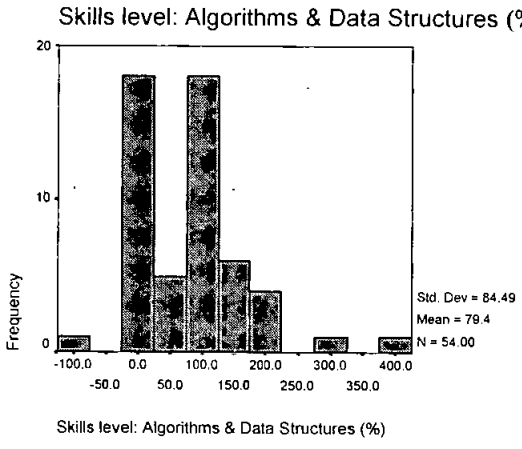
N	Valid	54
	Missing	0
Mean		79.44
Median		80.00
Mode		0
Std. Deviation		84.49
Variance		7139.31
Range		500
Minimum		-100
Maximum		400
Sum		4290

Table 233: Frequencies: Skills level: Algorithms & Data Structures (%) for Final Results Main Study

Skills level: Algorithms & Data Structures (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	14	25.9	25.9	27.8
	5	1	1.9	1.9	29.6
	20	3	5.6	5.6	35.2
	40	1	1.9	1.9	37.0
	50	4	7.4	7.4	44.4
	75	1	1.9	1.9	46.3
	80	4	7.4	7.4	53.7
	100	8	14.8	14.8	68.5
	110	2	3.7	3.7	72.2
	120	3	5.6	5.6	77.8
	125	1	1.9	1.9	79.6
	130	2	3.7	3.7	83.3
	140	1	1.9	1.9	85.2
	150	1	1.9	1.9	87.0
	160	1	1.9	1.9	88.9
	175	1	1.9	1.9	90.7
	200	3	5.6	5.6	96.3
	300	1	1.9	1.9	98.1
	400	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 115: Histogram: Skills level: Algorithms & Data Structures (%) for Final Results for Main Study



Architecture

Table 234: Statistics: Skills level: Architecture (%) for Final Results for Main Study

Statistics

Skills level: Architecture (%)

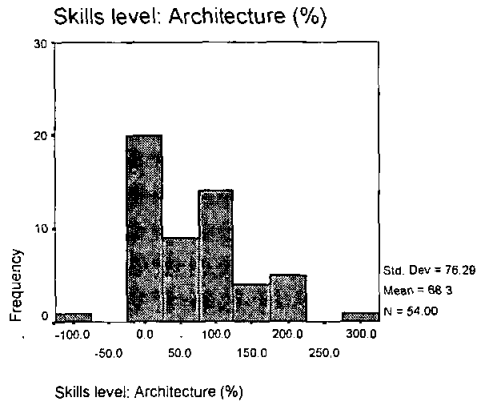
N	Valid	54
	Missing	0
Mean		68.33
Median		50.00
Mode		0
Std. Deviation		76.29
Variance		5819.81
Range		400
Minimum		-100
Maximum		300
Sum		3690

Table 235: Frequencies: Skills level for Architecture for Final Results for Main Study

Skills level: Architecture (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	16	29.6	29.6	31.5
	5	1	1.9	1.9	33.3
	10	1	1.9	1.9	35.2
	20	2	3.7	3.7	38.9
	30	2	3.7	3.7	42.6
	40	1	1.9	1.9	44.4
	50	6	11.1	11.1	55.6
	75	1	1.9	1.9	57.4
	80	2	3.7	3.7	61.1
	90	1	1.9	1.9	63.0
	100	3	5.6	5.6	68.5
	105	1	1.9	1.9	70.4
	110	2	3.7	3.7	74.1
	115	1	1.9	1.9	75.9
	120	3	5.6	5.6	81.5
	150	3	5.6	5.6	87.0
	160	1	1.9	1.9	88.9
	200	5	9.3	9.3	98.1
	300	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 116: Histogram of Skills Level – Architecture for Final Results for Main Study



Artificial Intelligence & Robotics

Table 236: Statistics for Skills level: Artificial Intelligence & Robotics (%) Final Results Main Study

Statistics

Skills level: Artificial Intelligence & Robotics (%)

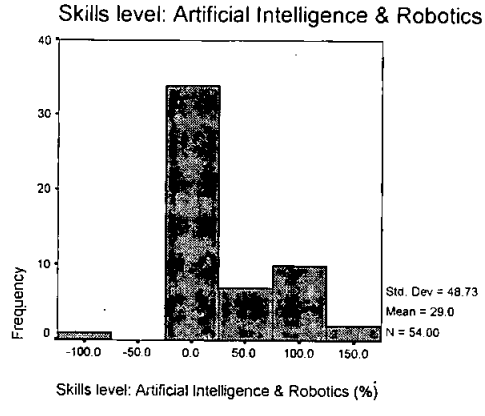
N	Valid	54
	Missing	0
Mean		29.02
Median		.00
Mode		0
Std. Deviation		48.73
Variance		2374.66
Range		250
Minimum		-100
Maximum		150
Sum		1567

Table 237: Frequencies for Skills level: Artificial Intelligence & Robotics (%) for Final Results for Main Study

Skills level: Artificial Intelligence & Robotics (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	31	57.4	57.4	59.3
	2	1	1.9	1.9	61.1
	10	1	1.9	1.9	63.0
	20	1	1.9	1.9	64.8
	30	1	1.9	1.9	66.7
	50	4	7.4	7.4	74.1
	60	2	3.7	3.7	77.8
	75	1	1.9	1.9	79.6
	80	1	1.9	1.9	81.5
	100	5	9.3	9.3	90.7
	110	2	3.7	3.7	94.4
	120	1	1.9	1.9	96.3
	140	1	1.9	1.9	98.1
	150	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 117: Histogram: Skills Level for Artificial Intelligence & Robotics Final Results for Main Study



Data & Information Retrieval

Table 238: Statistics for Skills level: Database & Information Retrieval (%) Final Results Main Study

Statistics

Skills level: Database & Information Retrieval (%)

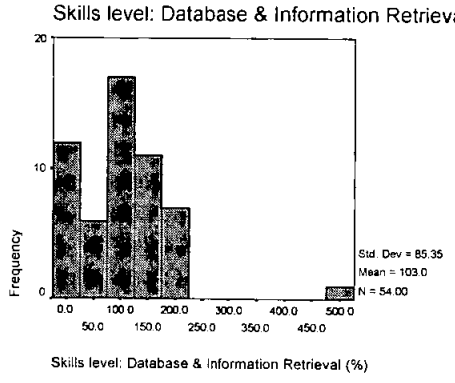
N	Valid	54
	Missing	0
Mean		102.96
Median		100.00
Mode		0
Std. Deviation		85.35
Variance		7284.04
Range		500
Minimum		0
Maximum		500
Sum		5560

Table 239: Frequencies for Skills level: Database & Information Retrieval (%) Final Results Main Study

Skills level: Database & Information Retrieval (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	9	16.7	16.7	16.7
	3	1	1.9	1.9	18.5
	12	1	1.9	1.9	20.4
	20	1	1.9	1.9	22.2
	30	1	1.9	1.9	24.1
	50	4	7.4	7.4	31.5
	60	1	1.9	1.9	33.3
	80	3	5.6	5.6	38.9
	90	1	1.9	1.9	40.7
	100	7	13.0	13.0	53.7
	110	2	3.7	3.7	57.4
	120	4	7.4	7.4	64.8
	125	2	3.7	3.7	68.5
	150	8	14.8	14.8	83.3
	170	1	1.9	1.9	85.2
	185	1	1.9	1.9	87.0
	200	6	11.1	11.1	98.1
	500	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 118: Histogram of Skills level: Database & Information Retrieval (%) Final Results Main Study



Skills level: Human Computer Interaction (%)

Table 240: Statistics for Skills Level – Human Computer Interaction for Final Results for Main Study

Statistics

Skills level: Human Computer Interaction (%)

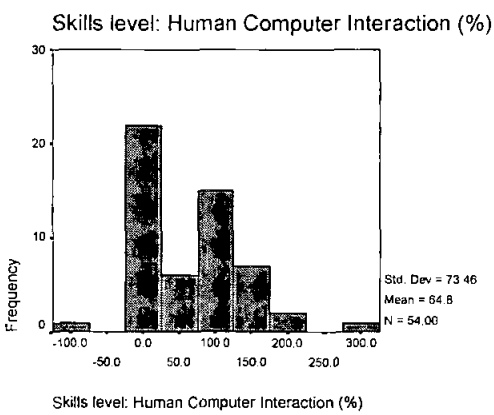
N	Valid	54
	Missing	0
Mean		64.81
Median		55.00
Mode		0
Std. Deviation		73.46
Variance		5396.19
Range		400
Minimum		-100
Maximum		300
Sum		3500

Table 241: Frequencies for Skills Level – Human Computer Interaction Final Results for Main Study

Skills level: Human Computer Interaction (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	19	35.2	35.2	37.0
	5	1	1.9	1.9	38.9
	20	2	3.7	3.7	42.6
	30	2	3.7	3.7	46.3
	50	2	3.7	3.7	50.0
	60	2	3.7	3.7	53.7
	75	1	1.9	1.9	55.6
	80	2	3.7	3.7	59.3
	90	1	1.9	1.9	61.1
	100	7	13.0	13.0	74.1
	120	4	7.4	7.4	81.5
	140	1	1.9	1.9	83.3
	150	3	5.6	5.6	88.9
	160	3	5.6	5.6	94.4
	200	2	3.7	3.7	98.1
	300	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 119: Histogram of Skills Level – Human Computer Interaction for Final Results for Main Study



Skills level: Numerical & Symbolic Computing (%)

Table 242: Statistics for Skills level: Numerical & Symbolic Computing (%) Final Results Main Study

Statistics

Skills level: Numerical & Symbolic Computing (%)

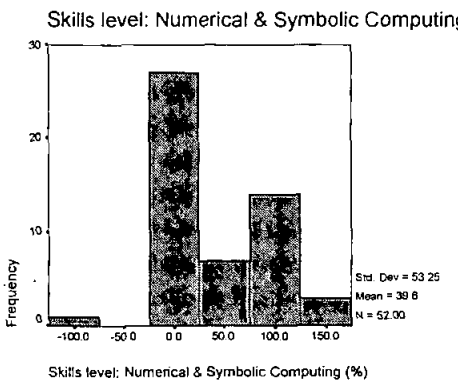
N	Valid	52
	Missing	2
Mean		39.62
Median		10.00
Mode		0
Std. Deviation		53.25
Variance		2835.14
Range		260
Minimum		-100
Maximum		160
Sum		2060

Table 243: Frequencies for Skills level: Numerical & Symbolic Computing (%) Final Results Main Study

Skills level: Numerical & Symbolic Computing (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	24	44.4	46.2	48.1
	10	2	3.7	3.8	51.9
	20	1	1.9	1.9	53.8
	30	1	1.9	1.9	55.8
	40	1	1.9	1.9	57.7
	50	5	9.3	9.6	67.3
	80	4	7.4	7.7	75.0
	100	9	16.7	17.3	92.3
	120	1	1.9	1.9	94.2
	150	2	3.7	3.8	98.1
	160	1	1.9	1.9	100.0
	Total	52	96.3	100.0	
Missing	System	2	3.7		
Total		54	100.0		

Figure 120: Histogram of Skills level: Numerical & Symbolic Computing (%) Final Results Main Study



Skills level: Operating Systems (%)

Table 244: Statistics for Skills level: Operating Systems (%) Final Results for Main Study

Statistics

Skills level: Operating Systems (%)

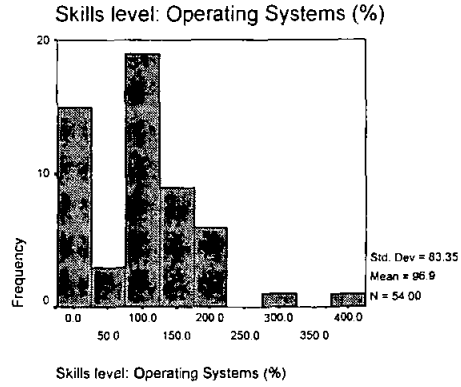
N	Valid	54
	Missing	0
Mean		96.94
Median		100.00
Mode		0
Std. Deviation		83.35
Variance		6946.62
Range		400
Minimum		0
Maximum		400
Sum		5235

Table 245: Frequencies for Skills level: Operating Systems (%) Final Results Main Study

Skills level: Operating Systems (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	13	24.1	24.1	24.1
	5	1	1.9	1.9	25.9
	20	1	1.9	1.9	27.8
	30	2	3.7	3.7	31.5
	50	1	1.9	1.9	33.3
	75	1	1.9	1.9	35.2
	80	3	5.6	5.6	40.7
	90	1	1.9	1.9	42.6
	100	9	16.7	16.7	59.3
	110	2	3.7	3.7	63.0
	120	3	5.6	5.6	68.5
	130	1	1.9	1.9	70.4
	150	7	13.0	13.0	83.3
	160	1	1.9	1.9	85.2
	175	1	1.9	1.9	87.0
	200	5	9.3	9.3	96.3
	300	1	1.9	1.9	98.1
	400	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 121: Histogram of Skills level: Operating Systems (%) for Final Results for Main Study



Skills level: Programming Languages (%)

Table 246: Statistics Skills level: Programming Languages (%) Final Results Main Study

Statistics

Skills level: Programming Languages (%)

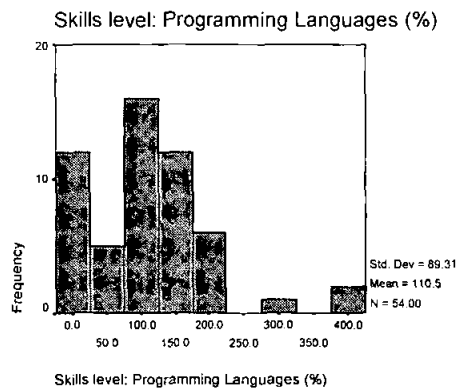
N	Valid	54
	Missing	0
Mean		110.52
Median		105.00
Mode		150
Std. Deviation		89.31
Variance		7975.95
Range		400
Minimum		0
Maximum		400
Sum		5968

Table 247: Frequencies for Skills level: Programming Languages (%) Final Results Main Study

Skills level: Programming Languages (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	8	14.8	14.8	14.8
	2	1	1.9	1.9	16.7
	11	1	1.9	1.9	18.5
	20	2	3.7	3.7	22.2
	30	1	1.9	1.9	24.1
	50	3	5.6	5.6	29.6
	60	1	1.9	1.9	31.5
	75	1	1.9	1.9	33.3
	80	2	3.7	3.7	37.0
	100	7	13.0	13.0	50.0
	110	2	3.7	3.7	53.7
	115	1	1.9	1.9	55.6
	120	3	5.6	5.6	61.1
	140	2	3.7	3.7	64.8
	150	9	16.7	16.7	81.5
	160	1	1.9	1.9	83.3
	175	1	1.9	1.9	85.2
	180	1	1.9	1.9	87.0
	200	4	7.4	7.4	94.4
	300	1	1.9	1.9	96.3
	400	2	3.7	3.7	100.0
	Total	54	100.0	100.0	

Figure 122: Histogram of Skills level: Programming Languages (%) for Final Results for Main Study



Skills level: Software Methodology/Engineering (%)

Table 248: Statistics for Skills level: SoftwareMethodology/Engineering (%) Final Results Main Study

Statistics

Skills level: Software Methodology/Engineering (%)

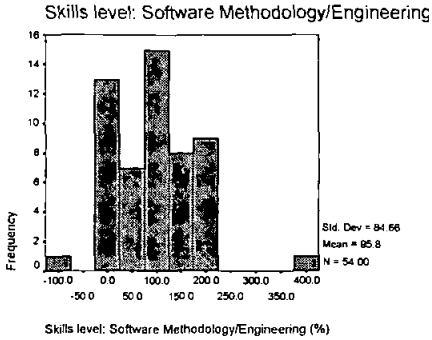
N	Valid	54
	Missing	0
Mean		95.83
Median		100.00
Mode		0
Std. Deviation		84.66
Variance		7167.69
Range		500
Minimum		-100
Maximum		400
Sum		5175

Table 249: Frequencies for Skills level: Software Methodology/Engineering (%) Final Results Main Study

Skills level: Software Methodology/Engineering (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	10	18.5	18.5	20.4
	10	1	1.9	1.9	22.2
	20	2	3.7	3.7	25.9
	30	3	5.6	5.6	31.5
	50	4	7.4	7.4	38.9
	80	2	3.7	3.7	42.6
	100	6	11.1	11.1	53.7
	110	1	1.9	1.9	55.6
	120	6	11.1	11.1	66.7
	130	1	1.9	1.9	68.5
	140	1	1.9	1.9	70.4
	150	5	9.3	9.3	79.6
	170	1	1.9	1.9	81.5
	175	1	1.9	1.9	83.3
	180	1	1.9	1.9	85.2
	200	7	13.0	13.0	98.1
	400	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 123: Histogram of Skills level: Software Methodology/Engineering (%) Final Results Main Study



Skills level: Networks (%)

Table 250: Statistics for Skills level: Networks (%) for Final Results for Main Study

Statistics

Skills level: Networks (%)

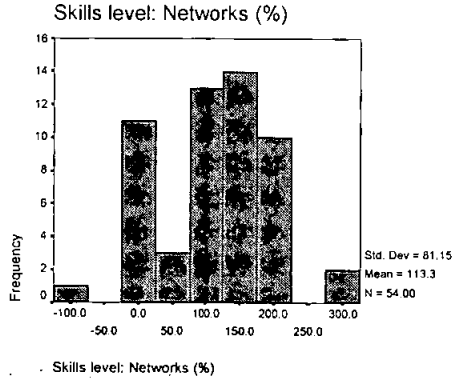
N	Valid	54
	Missing	0
Mean		113.33
Median		120.00
Mode		200
Std. Deviation		81.15
Variance		6584.91
Range		400
Minimum		-100
Maximum		300
Sum		6120

Table 251: Frequencies for Skills level: Networks (%) for Final Results for Main Study

Skills level: Networks (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	7	13.0	13.0	14.8
	10	2	3.7	3.7	18.5
	20	2	3.7	3.7	22.2
	50	2	3.7	3.7	25.9
	60	1	1.9	1.9	27.8
	80	2	3.7	3.7	31.5
	100	4	7.4	7.4	38.9
	110	4	7.4	7.4	46.3
	120	3	5.6	5.6	51.9
	130	3	5.6	5.6	57.4
	140	2	3.7	3.7	61.1
	150	7	13.0	13.0	74.1
	160	2	3.7	3.7	77.8
	200	10	18.5	18.5	96.3
	300	2	3.7	3.7	100.0
	Total	54	100.0	100.0	

Figure 124: Histogram of Skills level: Networks (%) for Final Results for Main Study



Skills level: Logic (%)

Table 252: Statistics for Skills level: Logic (%) for Final Results for Main Study

Statistics

Skills level: Logic (%)

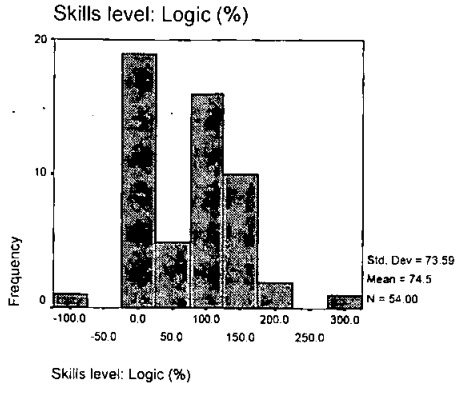
N	Valid	54
	Missing	0
Mean		74.54
Median		90.00
Mode		0
Std. Deviation		73.59
Variance		5415.35
Range		400
Minimum		-100
Maximum		300
Sum		4025

Table 253: Frequencies for Skills level: Logic (%) for Final Results for Main Study

Skills level: Logic (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	15	27.8	27.8	29.6
	10	2	3.7	3.7	33.3
	20	2	3.7	3.7	37.0
	25	1	1.9	1.9	38.9
	50	4	7.4	7.4	46.3
	80	2	3.7	3.7	50.0
	100	9	16.7	16.7	66.7
	110	1	1.9	1.9	68.5
	120	4	7.4	7.4	75.9
	130	1	1.9	1.9	77.8
	140	1	1.9	1.9	79.6
	150	7	13.0	13.0	92.6
	170	1	1.9	1.9	94.4
	200	2	3.7	3.7	98.1
	300	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 125: Histogram of Skills level: Logic (%) for Final Results for Main Study



Discrete Mathematics

Table 254: Statistics for Skills level: Discrete Mathematics (%) for Final Results for Main Study

Statistics

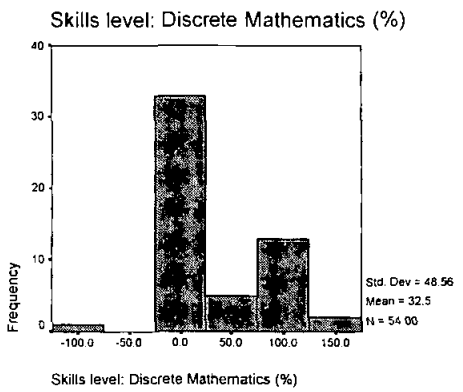
		Place where survey was carried out	Skills level: Discrete Mathematics (%)
N	Valid	54	54
	Missing	0	0
Mean		1.63	32.52
Median		2.00	.00
Mode		2	0
Std. Deviation		.49	48.56
Variance		.24	2357.99
Range		1	225
Minimum		1	-100
Maximum		2	125
Sum		88	1756

Table 255: Frequencies for Skills level: Discrete Mathematics (%) for Final Results for Main Study

Skills level: Discrete Mathematics (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	27	50.0	50.0	51.9
	1	1	1.9	1.9	53.7
	5	1	1.9	1.9	55.6
	10	1	1.9	1.9	57.4
	20	3	5.6	5.6	63.0
	50	5	9.3	9.3	72.2
	80	1	1.9	1.9	74.1
	90	2	3.7	3.7	77.8
	100	9	16.7	16.7	94.4
	120	1	1.9	1.9	96.3
	125	2	3.7	3.7	100.0
	Total	54	100.0	100.0	

Figure 126: Histogram of Skills level: Discrete Mathematics (%) for Final Results for Main Study



Skills level: Automata Theory (%)

Table 256: Statistics for Skills level: Automata Theory (%) for Final Results for Main Study

Statistics

Skills level: Automata Theory (%)

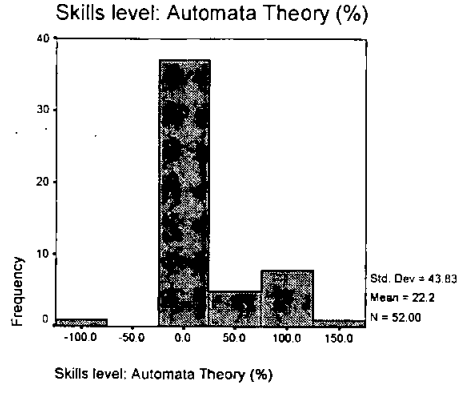
N	Valid	52
	Missing	2
Mean		22.15
Median		.00
Mode		0
Std. Deviation		43.83
Variance		1921.23
Range		230
Minimum		-100
Maximum		130
Sum		1152

Table 257: Frequencies for Skills level: Automata Theory (%) for Final Results for Main Study

Skills level: Automata Theory (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	33	61.1	63.5	65.4
	2	1	1.9	1.9	67.3
	10	1	1.9	1.9	69.2
	20	2	3.7	3.8	73.1
	50	4	7.4	7.7	80.8
	70	1	1.9	1.9	82.7
	80	1	1.9	1.9	84.6
	100	6	11.1	11.5	96.2
	120	1	1.9	1.9	98.1
	130	1	1.9	1.9	100.0
	Total	52	96.3	100.0	
Missing	System	2	3.7		
Total		54	100.0		

Figure 127: Histogram of Skills level: Automata Theory (%) for Final Results for Main Study



Skills level: Cryptography (%)

Table 258: Statistics for Skills level: Cryptography (%) for Main Menu

Statistics

Skills level: Cryptography (%)

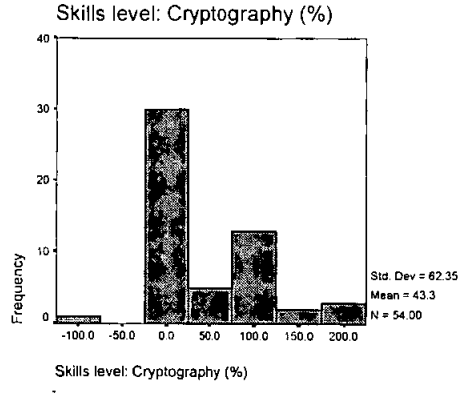
N	Valid	54
	Missing	0
Mean		43.28
Median		.00
Mode		0
Std. Deviation		62.35
Variance		3887.53
Range		300
Minimum		-100
Maximum		200
Sum		2337

Table 259: Frequencies for Skills level: Cryptography (%) for Main Menu

Skills level: Cryptography (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	28	51.9	51.9	53.7
	2	1	1.9	1.9	55.6
	20	1	1.9	1.9	57.4
	50	4	7.4	7.4	64.8
	70	1	1.9	1.9	66.7
	75	1	1.9	1.9	68.5
	90	2	3.7	3.7	72.2
	100	7	13.0	13.0	85.2
	105	1	1.9	1.9	87.0
	110	1	1.9	1.9	88.9
	120	1	1.9	1.9	90.7
	125	1	1.9	1.9	92.6
	130	1	1.9	1.9	94.4
	200	3	5.6	5.6	100.0
	Total	54	100.0	100.0	

Figure 128: Histogram of Skills level: Cryptography (%) for Main Menu



Skills level: Physics (%)

Table 260: Statistics for Skills level: Physics (%) for Final Results for Main Study

Statistics

Skills level: Physics (%)

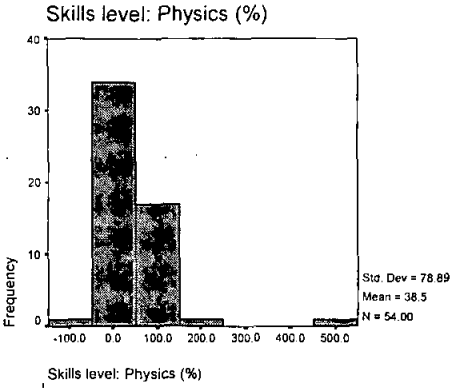
N	Valid	54
	Missing	0
Mean		38.52
Median		2.50
Mode		0
Std. Deviation		78.89
Variance		6223.24
Range		600
Minimum		-100
Maximum		500
Sum		2080

Table 261: Frequencies for Skills level: Physics (%) for Final Results for Main Study

Skills level: Physics (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	26	48.1	48.1	50.0
	5	1	1.9	1.9	51.9
	10	3	5.6	5.6	57.4
	20	2	3.7	3.7	61.1
	25	1	1.9	1.9	63.0
	30	1	1.9	1.9	64.8
	50	5	9.3	9.3	74.1
	80	3	5.6	5.6	79.6
	100	9	16.7	16.7	96.3
	160	1	1.9	1.9	98.1
	500	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 129: Histogram of Skills level: Physics (%) for Final Results for Main Study



Skills level: Electronics (%)

Table 262: Statistics for Skills level: Electronics (%) Final Results Main Study

Statistics

Skills level: Electronics (%)

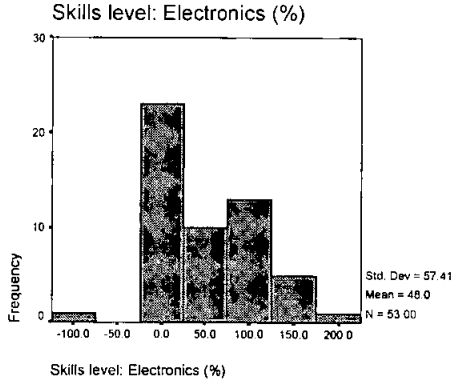
N	Valid	53
	Missing	1
Mean		48.02
Median		40.00
Mode		0
Std. Deviation		57.41
Variance		3296.48
Range		300
Minimum		-100
Maximum		200
Sum		2545

Table 263: Frequencies for Skills level: Electronics (%) Final Results Main Study

Skills level: Electronics (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	19	35.2	35.8	37.7
	10	2	3.7	3.8	41.5
	20	2	3.7	3.8	45.3
	30	2	3.7	3.8	49.1
	40	3	5.6	5.7	54.7
	50	5	9.3	9.4	64.2
	80	3	5.6	5.7	69.8
	90	1	1.9	1.9	71.7
	100	9	16.7	17.0	88.7
	125	1	1.9	1.9	90.6
	130	1	1.9	1.9	92.5
	150	1	1.9	1.9	94.3
	160	2	3.7	3.8	98.1
	200	1	1.9	1.9	100.0
	Total	53	98.1	100.0	
Missing	System	1	1.9		
Total		54	100.0		

Figure 130: Histogram of Skills level: Electronics (%) for Final Results for Main Study



Skills level: Control Theory (%)

Table 264: Statistics for Skills level: Control Theory (%) Final Results Main Study

Statistics

Skills level: Control Theory (%)

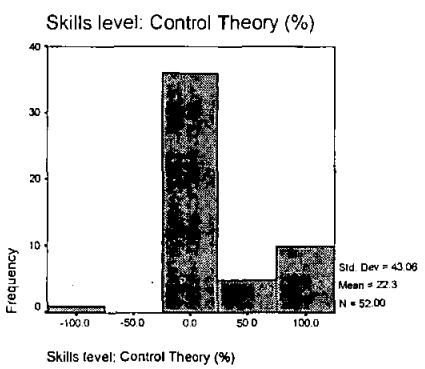
N	Valid	52
	Missing	2
Mean		22.27
Median		.00
Mode		0
Std. Deviation		43.06
Variance		1853.85
Range		220
Minimum		-100
Maximum		120
Sum		1158

Table 265: Frequencies for Skills level: Control Theory (%) for Final Results for Main Study

Skills level: Control Theory (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	32	59.3	61.5	63.5
	3	1	1.9	1.9	65.4
	5	1	1.9	1.9	67.3
	10	1	1.9	1.9	69.2
	20	1	1.9	1.9	71.2
	30	1	1.9	1.9	73.1
	50	4	7.4	7.7	80.8
	80	1	1.9	1.9	82.7
	90	1	1.9	1.9	84.6
	100	7	13.0	13.5	98.1
	120	1	1.9	1.9	100.0
	Total	52	96.3	100.0	
Missing	System	2	3.7		
Total		54	100.0		

Figure 131: Histogram of Skills level: Control Theory (%) for Final Results for Main Study



Skills level: Communication Hardware (%)

Table 266: Statistics for Skills level: Communication Hardware (%) for Final Results for Main Study

Statistics

Skills level: Communication Hardware (%)

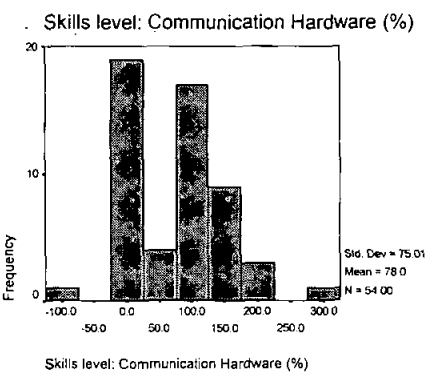
N	Valid	54
	Missing	0
Mean		77.96
Median		100.00
Mode		0
Std. Deviation		75.01
Variance		5626.90
Range		400
Minimum		-100
Maximum		300
Sum		4210

Table 267: Frequencies for Skills level: Communication Hardware (%) Final Results for Main Study

Skills level: Communication Hardware (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	16	29.6	29.6	31.5
	5	1	1.9	1.9	33.3
	10	1	1.9	1.9	35.2
	20	1	1.9	1.9	37.0
	50	2	3.7	3.7	40.7
	60	2	3.7	3.7	44.4
	90	1	1.9	1.9	46.3
	100	8	14.8	14.8	61.1
	110	1	1.9	1.9	63.0
	120	7	13.0	13.0	75.9
	125	1	1.9	1.9	77.8
	140	1	1.9	1.9	79.6
	150	7	13.0	13.0	92.6
	200	3	5.6	5.6	98.1
	300	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 132: Histogram of Skills level: Communication Hardware (%) for Final Results for Main Study



Skills level: Management Information Systems (%)

Table 268: Statistics for Skills level: Management Information Systems (%) Final Results Main Study

Statistics

Skills level: Management Information Systems (%)

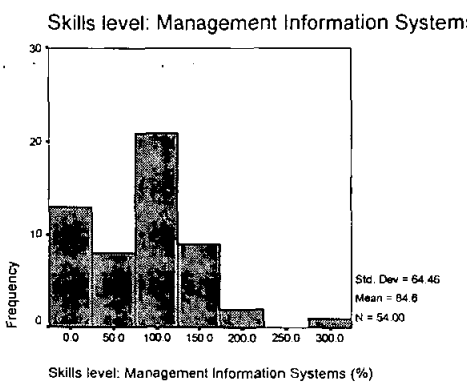
N	Valid	54
	Missing	0
Mean		84.65
Median		100.00
Mode		100
Std. Deviation		64.46
Variance		4155.21
Range		300
Minimum		0
Maximum		300
Sum		4571

Table 269: Frequencies for Skills level: Management Information Systems (%) Final Results Main Study

Skills level: Management Information Systems (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	10	18.5	18.5	18.5
	5	1	1.9	1.9	20.4
	15	1	1.9	1.9	22.2
	20	1	1.9	1.9	24.1
	30	2	3.7	3.7	27.8
	33	2	3.7	3.7	31.5
	50	1	1.9	1.9	33.3
	60	3	5.6	5.6	38.9
	75	1	1.9	1.9	40.7
	80	1	1.9	1.9	42.6
	90	2	3.7	3.7	46.3
	100	11	20.4	20.4	66.7
	110	1	1.9	1.9	68.5
	120	5	9.3	9.3	77.8
	140	3	5.6	5.6	83.3
	150	5	9.3	9.3	92.6
	160	1	1.9	1.9	94.4
	200	2	3.7	3.7	98.1
	300	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 133: Histogram of Skills level: Management Information Systems (%) Final Results Main Study



Skills level: Decision Support Systems (%)

Table 270: Statistics for Skills level: Decision Support Systems (%) for Final Results for Main Study

Statistics

Skills level: Decision Support Systems (%)

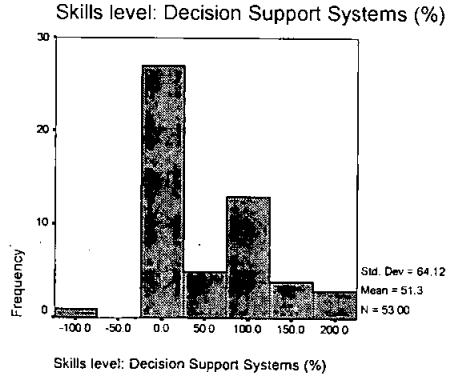
N	Valid	53
	Missing	1
Mean		51.26
Median		20.00
Mode		0
Std. Deviation		64.12
Variance		4111.43
Range		300
Minimum		-100
Maximum		200
Sum		2717

Table 271: Frequencies for Skills level: Decision Support Systems (%) Final Results Main Study

Skills level: Decision Support Systems (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	20	37.0	37.7	39.6
	2	1	1.9	1.9	41.5
	10	2	3.7	3.8	45.3
	20	4	7.4	7.5	52.8
	30	1	1.9	1.9	54.7
	50	3	5.6	5.7	60.4
	70	1	1.9	1.9	62.3
	75	1	1.9	1.9	64.2
	90	2	3.7	3.8	67.9
	100	6	11.1	11.3	79.2
	110	1	1.9	1.9	81.1
	120	3	5.6	5.7	86.8
	125	1	1.9	1.9	88.7
	140	1	1.9	1.9	90.6
	150	2	3.7	3.8	94.3
	175	1	1.9	1.9	96.2
	200	2	3.7	3.8	100.0
	Total	53	98.1	100.0	
Missing	System	1	1.9		
Total		54	100.0		

Figure 134: Histogram of Skills level: Decision Support Systems (%) Final Results Main Study



Skills level: Business Subjects (%)

Table 272: Statistics for Skills level: Business Subjects (%) for Final Results for Main Study

Statistics

Skills level: Business Subjects (%)

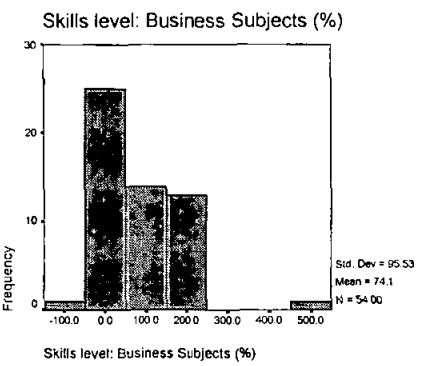
N	Valid	54
	Missing	0
Mean		74.07
Median		50.00
Mode		0
Std. Deviation		95.53
Variance		9126.48
Range		600
Minimum		-100
Maximum		500
Sum		4000

Table 273: Frequencies for Skills level: Business Subjects (%) for Final Results for Main Study

Skills level: Business Subjects (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	21	38.9	38.9	40.7
	10	1	1.9	1.9	42.6
	20	2	3.7	3.7	46.3
	40	1	1.9	1.9	48.1
	50	3	5.6	5.6	53.7
	80	3	5.6	5.6	59.3
	100	4	7.4	7.4	66.7
	110	1	1.9	1.9	68.5
	120	2	3.7	3.7	72.2
	130	1	1.9	1.9	74.1
	150	6	11.1	11.1	85.2
	160	1	1.9	1.9	87.0
	180	1	1.9	1.9	88.9
	200	5	9.3	9.3	98.1
	500	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 135: Histogram of Skills level: Business Subjects (%) for Final Results for Main Study



Skills level: Numerical Analysis (%)

Table 274: Statistics for Skills level: Numerical Analysis (%) for Final Results for Main Study

Statistics

Skills level: Numerical Analysis (%)

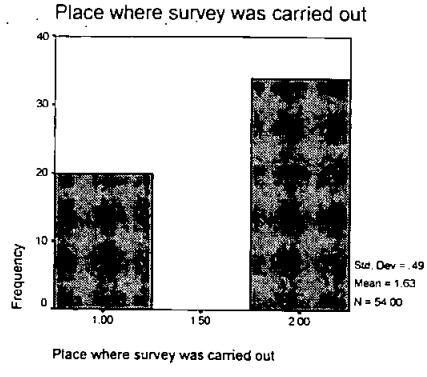
N	Valid	52
	Missing	2
Mean		52.88
Median		35.00
Mode		0
Std. Deviation		68.87
Variance		4743.48
Range		400
Minimum		-100
Maximum		300
Sum		2750

Table 275: Frequencies for Skills level: Numerical Analysis (%) for Final Results for Main Study

Skills level: Numerical Analysis (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	20	37.0	38.5	40.4
	5	1	1.9	1.9	42.3
	10	2	3.7	3.8	46.2
	20	2	3.7	3.8	50.0
	50	6	11.1	11.5	61.5
	75	1	1.9	1.9	63.5
	80	2	3.7	3.8	67.3
	90	1	1.9	1.9	69.2
	100	7	13.0	13.5	82.7
	110	2	3.7	3.8	86.5
	120	1	1.9	1.9	88.5
	150	2	3.7	3.8	92.3
	160	2	3.7	3.8	96.2
	200	1	1.9	1.9	98.1
	300	1	1.9	1.9	100.0
	Total	52	96.3	100.0	
Missing	System	2	3.7		
Total		54	100.0		

Figure 136: Histogram of Skills level: Numerical Analysis (%) for Final Results for Main Study



Skills level: Statistics (%)

Table 276: Statistics for Skills level: Statistics (%) for Final Results for Main Study

Statistics

Skills level: Statistics (%)

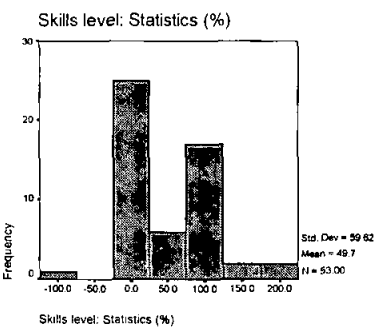
N	Valid	53
	Missing	1
Mean		49.66
Median		50.00
Mode		0
Std. Deviation		59.62
Variance		3554.77
Range		300
Minimum		-100
Maximum		200
Sum		2632

Table 277: Frequencies for Skills level: Statistics (%) for Final Results for Main Study

Skills level: Statistics (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	20	37.0	37.7	39.6
	2	1	1.9	1.9	41.5
	5	1	1.9	1.9	43.4
	10	1	1.9	1.9	45.3
	20	2	3.7	3.8	49.1
	50	5	9.3	9.4	58.5
	70	1	1.9	1.9	60.4
	75	1	1.9	1.9	62.3
	80	2	3.7	3.8	66.0
	90	1	1.9	1.9	67.9
	100	10	18.5	18.9	86.8
	110	2	3.7	3.8	90.6
	120	1	1.9	1.9	92.5
	140	1	1.9	1.9	94.3
	150	1	1.9	1.9	96.2
	200	2	3.7	3.8	100.0
	Total	53	98.1	100.0	
Missing	System	1	1.9		
Total		54	100.0		

Figure 137: Histogram of Skills level: Statistics (%) for Final Results for Main Study



Skills level: Operations Research (%)

Table 278: Statistics for Skills level: Operations Research (%) for Final Results for Main Study

Statistics

Skills level: Operations Research (%)

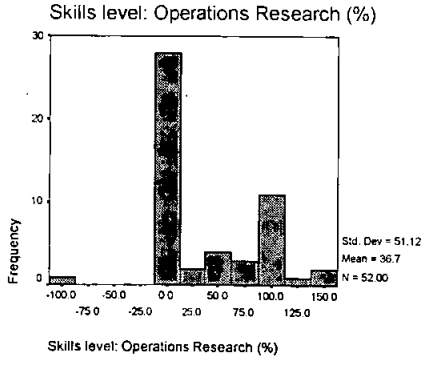
N	Valid	52
	Missing	2
Mean		36.69
Median		7.50
Mode		0
Std. Deviation		51.12
Variance		2613.24
Range		240
Minimum		-100
Maximum		140
Sum		1908

Table 279: Frequencies for Skills level: Operations Research (%) for Final Results for Main Study

Skills level: Operations Research (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	23	42.6	44.2	46.2
	3	1	1.9	1.9	48.1
	5	1	1.9	1.9	50.0
	10	3	5.6	5.8	55.8
	20	2	3.7	3.8	59.6
	50	4	7.4	7.7	67.3
	70	1	1.9	1.9	69.2
	75	1	1.9	1.9	71.2
	80	1	1.9	1.9	73.1
	90	2	3.7	3.8	76.9
	100	7	13.0	13.5	90.4
	110	2	3.7	3.8	94.2
	125	1	1.9	1.9	96.2
	140	2	3.7	3.8	100.0
	Total	52	96.3	100.0	
Missing	System	2	3.7		
Total		54	100.0		

Figure 138: Histogram of Skills level: Operations Research (%) for Final Results for Main Study



Skills level: Signal Processing (%)

Table 280: Statistics for Skills level: Signal Processing (%) for Final Results for Main Study

Statistics

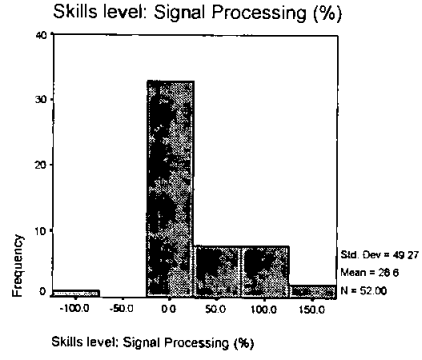
		Place where survey was carried out	Skills level: Signal Processing (%)
N	Valid	54	52
	Missing	0	2
Mean		1.63	28.56
Median		2.00	.00
Mode		2	0
Std. Deviation		.49	49.27
Variance		.24	2427.78
Range		1	250
Minimum		1	-100
Maximum		2	150
Sum		88	1485

Table 281: Frequencies for Skills level: Signal Processing (%) for Final Results for Main Study

Skills level: Signal Processing (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	30	55.6	57.7	59.6
	5	1	1.9	1.9	61.5
	10	1	1.9	1.9	63.5
	20	1	1.9	1.9	65.4
	30	1	1.9	1.9	67.3
	50	5	9.3	9.6	76.9
	60	1	1.9	1.9	78.8
	70	1	1.9	1.9	80.8
	100	6	11.1	11.5	92.3
	120	2	3.7	3.8	96.2
	150	2	3.7	3.8	100.0
	Total	52	96.3	100.0	
Missing	System	2	3.7		
Total		54	100.0		

Figure 139: Histogram of Skills level: Signal Processing (%) for Final Results for Main Study



Skills level: Computation Linguistics (%)

Statistics for Skills level: Computation Linguistics (%) for Final Results for Main Study

Statistics

Skills level: Computation Linguistics (%)

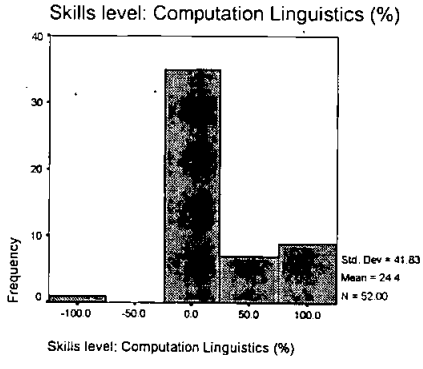
N	Valid	52
	Missing	2
Mean		24.37
Median		.00
Mode		0
Std. Deviation		41.83
Variance		1750.16
Range		220
Minimum		-100
Maximum		120
Sum		1267

Table 282: Frequencies for Skills level: Computation Linguistics (%) for Final Results for Main Study

Skills level: Computation Linguistics (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-100	1	1.9	1.9	1.9
	0	28	51.9	53.8	55.8
	2	1	1.9	1.9	57.7
	10	1	1.9	1.9	59.6
	20	5	9.3	9.6	69.2
	50	6	11.1	11.5	80.8
	70	1	1.9	1.9	82.7
	75	1	1.9	1.9	84.6
	90	1	1.9	1.9	86.5
	100	6	11.1	11.5	98.1
	120	1	1.9	1.9	100.0
	Total	52	96.3	100.0	
Missing	System	2	3.7		
Total		54	100.0		

Figure 140: Histogram of Skills level: Computation Linguistics (%) for Final Results for Main Study



Skills level: Machine Translation (%)

Table 283: Statistics for Skills level: Machine Translation (%) for Final Results for Main Study

Statistics

Skills level: Machine Transation (%)

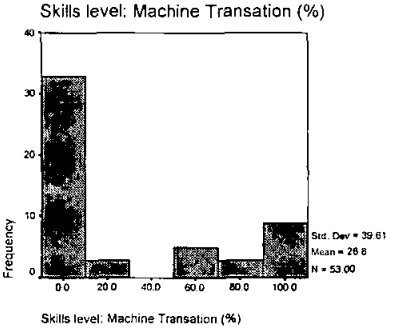
N	Valid	53
	Missing	1
Mean		26.75
Median		.00
Mode		0
Std. Deviation		39.61
Variance		1569.07
Range		100
Minimum		0
Maximum		100
Sum		1418

Table 284: Frequencies for Skills level: Machine Translation (%) for Final Results for Main Study

Skills level: Machine Transation (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	31	57.4	58.5	58.5
	1	1	1.9	1.9	60.4
	2	1	1.9	1.9	62.3
	10	2	3.7	3.8	66.0
	25	1	1.9	1.9	67.9
	50	5	9.3	9.4	77.4
	70	2	3.7	3.8	81.1
	80	1	1.9	1.9	83.0
	100	9	16.7	17.0	100.0
	Total	53	98.1	100.0	
Missing	System	1	1.9		
Total		54	100.0		

Figure 141: Histogram of Skills level: Machine Translation (%) for Final Results for Main Study



Question 5a. In relations to the following topics, how do you rate their relevance to your current work?

Skill/Knowledge Area	%	Skill/Knowledge Area	%
Hardware Interfaces		Telecoms	
Strategic Analysis		Distributed Systems	
Requirements Analysis		Transmissions Systems	
Financing		Routing	
Video Editing/Compression		New Programming Languages	
Intelligent Networks		Project Management	
Mobile Networks		Messaging	
Fixed Networks		Technical Documentation	
Web Design		Help Systems	

Table 285: Frequencies for Place where survey was carried out for Skills used at Work for Final Results for Main Study

Statistics

Place where survey was carried out

N	Valid	54
	Missing	0
Mean		1.63
Median		2.00
Mode		2
Std. Deviation		.49
Variance		.24
Range		1
Minimum		1
Maximum		2
Sum		88

Figure 142: Histogram of Place where survey was carried out for Skills used at Work for Final Results for Main Study

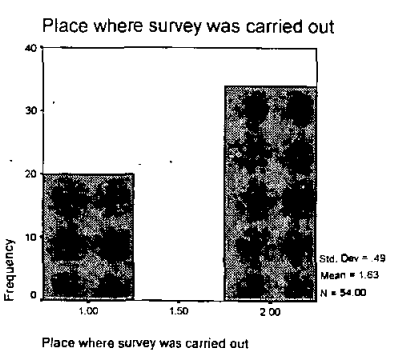


Table 286: Table showing Statistics for Skills/Knowledge area used in the workplace (combined Dublin and Silicon Valley frequencies) for Final Results for Main Study

Skill/Knowledge	Standard Deviation	Mean	Median	Variance

Skill/Knowledge	Standard Deviation	Mean	Median	Variance
Hardware Interfaces	29.96	10.74	0	897.55
Strategic Analysis	28.38	10.56	0	805.35
Requirements Analysis	33.05	14.07	0	1092.52
Financing	25.23	8.33	0	636.79
Video Editing/Compression	16.07	3.89	0	258.18
Intelligent Networks	22.98	6.04	0	528.23
Mobile Networks	37.77	14.62	0	1426.78
Fixed Networks	36.37	14.54	0	1322.89
Web Design	34.07	10.74	0	1160.76
Telecoms	46.09	19.63	0	2124.39
Distributed Systems	30.21	10.74	0	912.65
Transmissions Systems	13.96	2.26	0	194.78
Routing	35.24	12.59	0	1242.21
New Programming Languages	33.85	14.44	0	1145.91
Project Management	44.09	23.06	0	1943.79
Messaging	27.65	6.94	0	764.54
Technical Documentation	42.13	20.56	0	1775.16
Help Systems	29.00	10.46	0	840.82

The list of skills/knowledge in the table above were derived from skills that IT workers reported they used as part of their work in the preliminary results of the main study. From the table above, the median is 0 in all cases. The mean figure in each case is also very low (from 3.89 to 23.06). The level of variance is quite high in each case (over 528 in 16 out of 18 cases. Thus data is not clustered near to the mean and in many cases data can be found at the extremities. The results derived from both question 4 (IT skills learned at college) and question 5 (IT skills used in the workplace) imply that the skills that IT workers use in their work varies enormously and does not follow a set pattern.

A breakdown of the statistics for each skill/knowledge area used in the workplace is given below, along with histograms showing standard deviation and data distribution.

Skills level: Hardware Interfaces (%)

Table 287: Statistics for Skills level: Hardware Interfaces (%) for Final Results for Main Study

Statistics

Skills level: Hardware Interfaces (%)

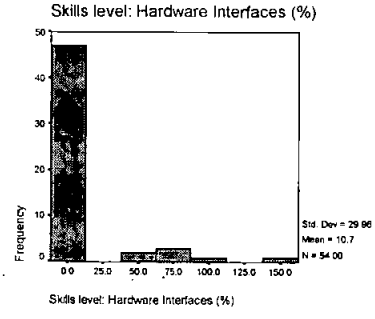
N	Valid	54
	Missing	0
Mean		10.74
Median		.00
Mode		0
Std. Deviation		29.96
Variance		897.55
Range		150
Minimum		0
Maximum		150
Sum		580

Table 288: Frequencies for Skills level: Hardware Interfaces (%) for Final Results for Main Study

Skills level: Hardware Interfaces (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	46	85.2	85.2	85.2
	10	1	1.9	1.9	87.0
	50	2	3.7	3.7	90.7
	70	2	3.7	3.7	94.4
	80	1	1.9	1.9	96.3
	100	1	1.9	1.9	98.1
	150	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 143: Histogram of Skills level: Hardware Interfaces (%) for Final Results for Main Study



Skills level: Strategic Analysis (%)

Table 289: Statistics for Skills level: Strategic Analysis (%) for Final Results for Main Study

Statistics

Skills level: Strategic Analysis (%)

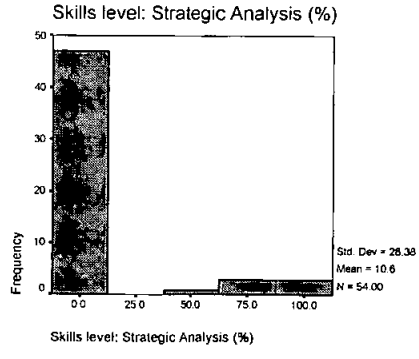
N	Valid	54
	Missing	0
Mean		10.56
Median		.00
Mode		0
Std. Deviation		28.38
Variance		805.35
Range		100
Minimum		0
Maximum		100
Sum		570

Table 290: Frequencies for Skills level: Strategic Analysis (%) for Final Results for Main Study

Skills level: Strategic Analysis (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	47	87.0	87.0	87.0
	50	1	1.9	1.9	88.9
	70	2	3.7	3.7	92.6
	80	1	1.9	1.9	94.4
	100	3	5.6	5.6	100.0
	Total	54	100.0	100.0	

Figure 144: Histogram of Skills level: Strategic Analysis (%) for Final Results for Main Study



Skills level: Requirements Analysis (%)

Table 291: Statistics for Skills level: Requirements Analysis (%) for Final Results for Main Study

Statistics

Skills level: Requirements Analysis (%)

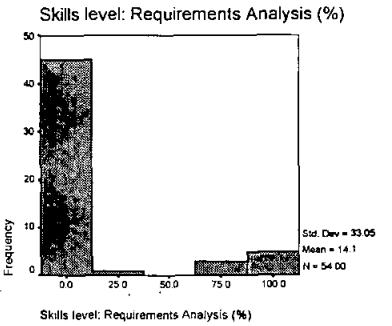
N	Valid	54
	Missing	0
Mean		14.07
Median		.00
Mode		0
Std. Deviation		33.05
Variance		1092.52
Range		100
Minimum		0
Maximum		100
Sum		760

Table 292: Frequencies for Skills level: Requirements Analysis (%) for Final Results for Main Study

Skills level: Requirements Analysis (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	45	83.3	83.3	83.3
	30	1	1.9	1.9	85.2
	70	1	1.9	1.9	87.0
	80	2	3.7	3.7	90.7
	100	5	9.3	9.3	100.0
	Total	54	100.0	100.0	

Figure 145: Histogram of Skills level: Requirements Analysis (%) for Final Results for Main Study



Skills level: Financing (%)

Table 293: Statistics for Skills level: Financing (%) for Final Results for Main Study

Statistics

Skills level: Financing (%)

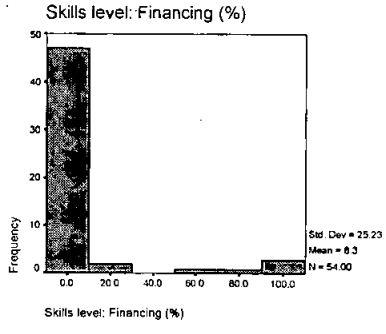
N	Valid	54
	Missing	0
Mean		8.33
Median		.00
Mode		0
Std. Deviation		25.23
Variance		636.79
Range		100
Minimum		0
Maximum		100
Sum		450

Table 294: Frequencies for Skills level: Financing (%) for Final Results for Main Study

Skills level: Financing (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	47	87.0	87.0	87.0
	10	1	1.9	1.9	88.9
	20	1	1.9	1.9	90.7
	50	1	1.9	1.9	92.6
	80	1	1.9	1.9	94.4
	90	1	1.9	1.9	96.3
	100	2	3.7	3.7	100.0
	Total	54	100.0	100.0	

Figure 146: Histogram of Skills level: Financing (%) for Final Results for Main Study



Skills level: Video Editing Compression (%)

Table 295: Statistics for Skills level: Video Editing Compression (%) Final Results Main Study

Statistics

Skills level: Video Editing Compression (%)

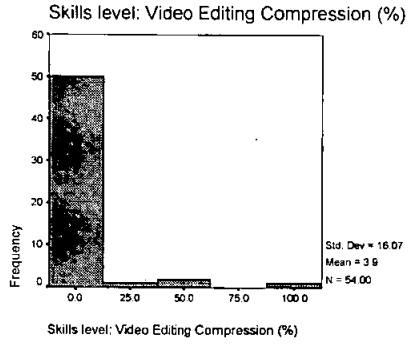
N	Valid	54
	Missing	0
Mean		3.89
Median		.00
Mode		0
Std. Deviation		16.07
Variance		258.18
Range		100
Minimum		0
Maximum		100
Sum		210

Table 296: Frequencies for Skills level: Video Editing Compression (%) Final Results Main Study

Skills level: Video Editing Compression (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	50	92.6	92.6	92.6
	20	1	1.9	1.9	94.4
	40	1	1.9	1.9	96.3
	50	1	1.9	1.9	98.1
	100	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 147: Histogram of Skills level: Video Editing Compression (%) Final Results Main Study



Skills level: Intelligent Networks (%)

Table 297: Statistics for Skills level: Intelligent Networks (%) for Final Results for Main Study

Statistics

Skills level: Intelligent Networks (%)

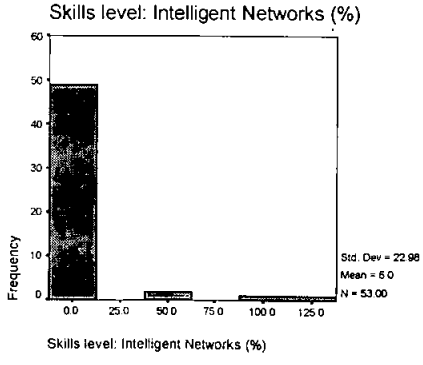
N	Valid	53
	Missing	1
Mean		6.04
Median		.00
Mode		0
Std. Deviation		22.98
Variance		528.23
Range		120
Minimum		0
Maximum		120
Sum		320

Table 298: Frequencies for Skills level: Intelligent Networks (%) for Final Results for Main Study

Skills level: Intelligent Networks (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	49	90.7	92.5	92.5
	50	2	3.7	3.8	96.2
	100	1	1.9	1.9	98.1
	120	1	1.9	1.9	100.0
	Total	53	98.1	100.0	
Missing	System	1	1.9		
Total		54	100.0		

Figure 148: Histogram of Skills level: Intelligent Networks (%) for Final Results for Main Study



Skills level: Mobile Networks (%)

Table 299: Statistics for Skills level: Mobile Networks (%) for Final Results for Main Study

Statistics

Skills level: Mobile Networks (%)

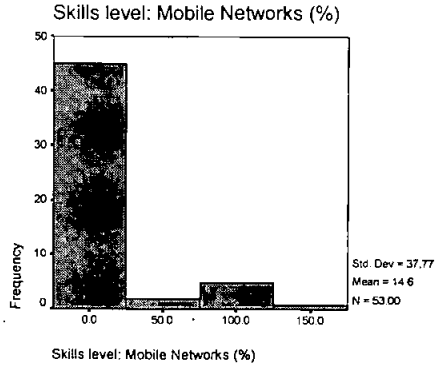
N	Valid	53
	Missing	1
Mean		14.62
Median		.00
Mode		0
Std. Deviation		37.77
Variance		1426.78
Range		150
Minimum		0
Maximum		150
Sum		775

Table 300: Frequencies for Skills level: Mobile Networks (%) for Final Results for Main Study

Skills level: Mobile Networks (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	45	83.3	84.9	84.9
	25	1	1.9	1.9	86.8
	60	1	1.9	1.9	88.7
	100	3	5.6	5.7	94.3
	120	2	3.7	3.8	98.1
	150	1	1.9	1.9	100.0
	Total	53	98.1	100.0	
Missing	System	1	1.9		
Total		54	100.0		

Figure 149: Histogram of Skills level: Mobile Networks (%) for Final Results for Main Study



Skills level: Fixed Networks (%)

Table 301: Statistics for Skills level: Fixed Networks (%) for Final Results for Main Study

Statistics

Skills level: Fixed Networks (%)

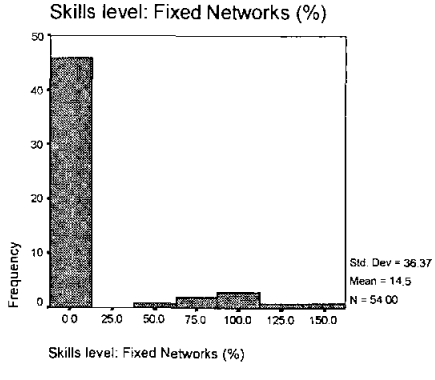
N	Valid	54
	Missing	0
Mean		14.54
Median		.00
Mode		0
Std. Deviation		36.37
Variance		1322.89
Range		150
Minimum		0
Maximum		150
Sum		785

Table 302: Frequencies for Skills level: Fixed Networks (%) for Final Results for Main Study

Skills level: Fixed Networks (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	45	83.3	83.3	83.3
	10	1	1.9	1.9	85.2
	50	1	1.9	1.9	87.0
	75	1	1.9	1.9	88.9
	80	1	1.9	1.9	90.7
	100	3	5.6	5.6	96.3
	120	1	1.9	1.9	98.1
	150	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 150: Histogram for Skills level: Fixed Networks (%) Final Results Main Study



Skills level: Web Design (%)

Table 303: Statistics for Skills level: Web Design (%) for Final Results for Main Study

Statistics

Skills level: Web Design (%)

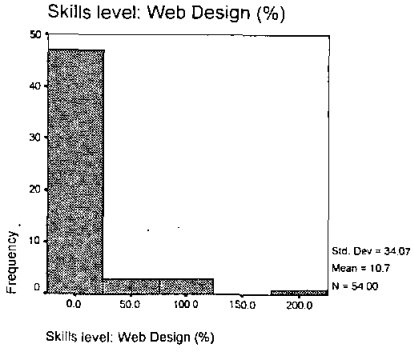
N	Valid	54
	Missing	0
Mean		10.74
Median		.00
Mode		0
Std. Deviation		34.07
Variance		1160.76
Range		200
Minimum		0
Maximum		200
Sum		580

Table 304: Frequencies for Skills level: Web Design (%) for Final Results for Main Study

Skills level: Web Design (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	46	85.2	85.2	85.2
	10	1	1.9	1.9	87.0
	30	2	3.7	3.7	90.7
	50	1	1.9	1.9	92.6
	75	2	3.7	3.7	96.3
	110	1	1.9	1.9	98.1
	200	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 151: Histogram of Skills level: Web Design (%) for Final Results for Main Study



Skills level: Telecoms (%)

Table 305: Statistics for Skills level: Telecoms (%) for Final Results for Main Study

Statistics

Skills level: Telecoms (%)

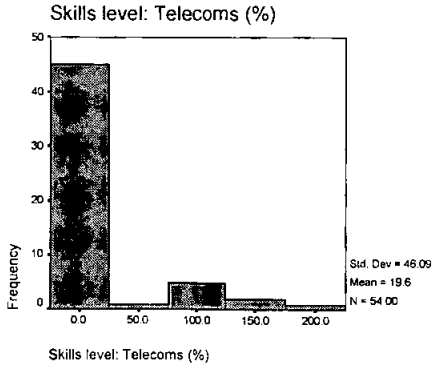
N	Valid	54
	Missing	0
Mean		19.63
Median		.00
Mode		0
Std. Deviation		46.09
Variance		2124.39
Range		200
Minimum		0
Maximum		200
Sum		1060

Table 306: Frequencies for Skills level: Telecoms (%) for Final Results for Main Study

Skills level: Telecoms (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	44	81.5	81.5	81.5
	20	1	1.9	1.9	83.3
	60	1	1.9	1.9	85.2
	100	5	9.3	9.3	94.4
	130	1	1.9	1.9	96.3
	150	1	1.9	1.9	98.1
	200	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 152: Histogram of Skills level: Telecoms (%) for Final Results for Main Study



Skills level: Distributed Systems (%)

Table 307: Statistics for Skills level: Distributed Systems (%) for Final Results for Main Study

Statistics

Skills level: Distributed Systems (%)

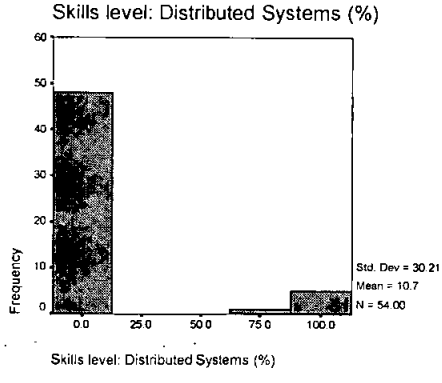
N	Valid	54
	Missing	0
Mean		10.74
Median		.00
Mode		0
Std. Deviation		30.21
Variance		912.65
Range		100
Minimum		0
Maximum		100
Sum		580

Table 308: Frequencies for Skills level: Distributed Systems (%) for Final Results for Main Study

Skills level: Distributed Systems (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	47	87.0	87.0	87.0
	10	1	1.9	1.9	88.9
	80	1	1.9	1.9	90.7
	90	1	1.9	1.9	92.6
	100	4	7.4	7.4	100.0
	Total	54	100.0	100.0	

Figure 153: Histogram of Skills level: Distributed Systems (%) for Final Results for Main Study



Skills level: Transmission Systems (%)

Table 309: Statistics for Skills level: Transmission Systems (%) for Final Results for Main Study

Statistics

Skills level: Transmission Systems (%)

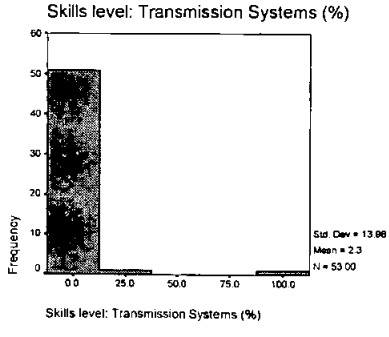
N	Valid	53
	Missing	1
Mean		2.26
Median		.00
Mode		0
Std. Deviation		13.96
Variance		194.78
Range		100
Minimum		0
Maximum		100
Sum		120

Table 310: Frequencies for Skills level: Transmission Systems (%) for Final Results for Main Study

Skills level: Transmission Systems (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	51	94.4	96.2	96.2
	20	1	1.9	1.9	98.1
	100	1	1.9	1.9	100.0
	Total	53	98.1	100.0	
Missing	System	1	1.9		
Total		54	100.0		

Figure 54: Histogram of Skills level: Transmission Systems (%) for Final Results for Main Study



Skills level: Routing (%)

Table 311: Statistics for Skills level: Routing (%) for Final Results for Main Study

Statistics

Skills level: Routing (%)

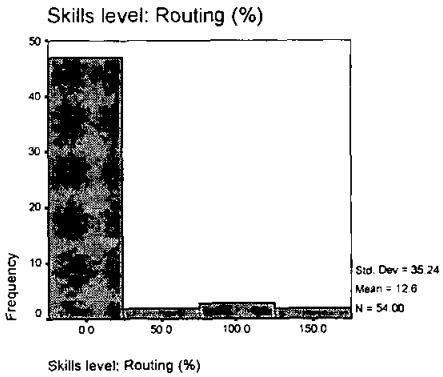
N	Valid	54
	Missing	0
Mean		12.59
Median		.00
Mode		0
Std. Deviation		35.24
Variance		1242.21
Range		150
Minimum		0
Maximum		150
Sum		680

Table 312: Frequencies for Skills level: Routing (%) for Final Results for Main Study

Skills level: Routing (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	47	87.0	87.0	87.0
	50	2	3.7	3.7	90.7
	100	3	5.6	5.6	96.3
	130	1	1.9	1.9	98.1
	150	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 155: Histogram of Skills level: Routing (%) for Final Results for Main Study



Skills level: New Programming Languages (%)

Table 313: Statistics for Skills level: New Programming Languages (%) Final Results Main Study

Statistics

Skills level: New Programming Languages (%)

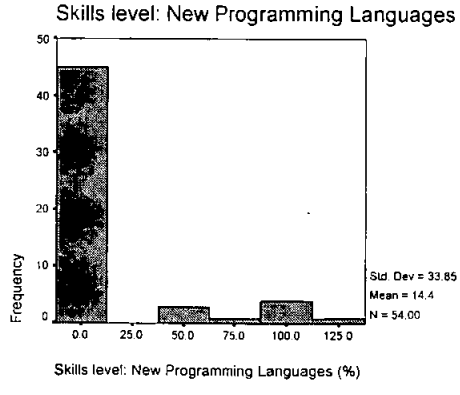
N	Valid	54
	Missing	0
Mean		14.44
Median		.00
Mode		0
Std. Deviation		33.85
Variance		1145.91
Range		130
Minimum		0
Maximum		130
Sum		780

Table 314: Frequencies for Skills level: New Programming Languages (%) Final Results Main Study

Skills level: New Programming Languages (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	44	81.5	81.5	81.5
	10	1	1.9	1.9	83.3
	50	2	3.7	3.7	87.0
	60	1	1.9	1.9	88.9
	80	1	1.9	1.9	90.7
	100	4	7.4	7.4	98.1
	130	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 156: Histogram of Skills level: New Programming Languages (%) Final Results Main Study



Skills level: Project Management (%)

Table 315: Statistics for Skills level: Project Management (%) for Final Results for Main Study

Statistics

Skills level: Project Management (%)

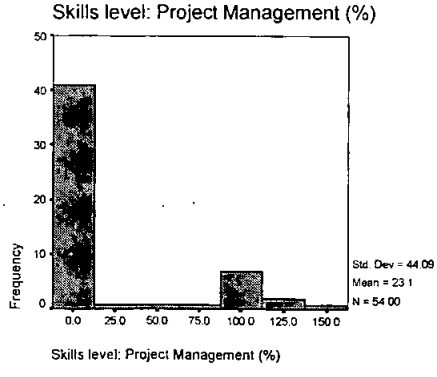
N	Valid	54
	Missing	0
Mean		23.06
Median		.00
Mode		0
Std. Deviation		44.09
Variance		1943.79
Range		160
Minimum		0
Maximum		160
Sum		1245

Table 316: Frequencies for Skills level: Project Management (%) for Final Results for Main Study

Skills level: Project Management (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	41	75.9	75.9	75.9
	30	1	1.9	1.9	77.8
	50	1	1.9	1.9	79.6
	70	1	1.9	1.9	81.5
	95	1	1.9	1.9	83.3
	100	6	11.1	11.1	94.4
	120	2	3.7	3.7	98.1
	160	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 157: Histogram of Skills level: Project Management (%) for Final Results for Main Study



Skills level: Messaging (%)

Table 317: Statistics for Skills level: Messaging (%) for Final Results for Main Study

Statistics

Skills level: Messaging (%)

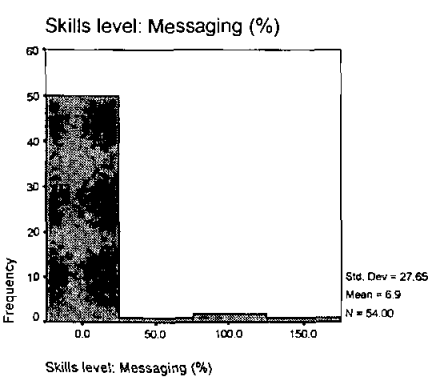
N	Valid	54
	Missing	0
Mean		6.94
Median		.00
Mode		0
Std. Deviation		27.65
Variance		764.54
Range		150
Minimum		0
Maximum		150
Sum		375

Table 318: Frequencies for Skills level: Messaging (%) for Final Results for Main Study

Skills level: Messaging (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	50	92.6	92.6	92.6
	25	1	1.9	1.9	94.4
	100	2	3.7	3.7	98.1
	150	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 158: Histogram of Skills level: Messaging (%) for Final Results for Main Study



Skills level: Technical Documentations (%)

Table 319: Statistics for Skills level: Technical Documentations (%) for Final Results for Main Study

Statistics

Skills level: Technical Documentations (%)

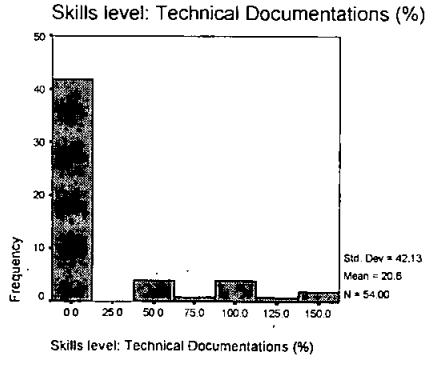
N	Valid	54
	Missing	0
Mean		20.56
Median		.00
Mode		0
Std. Deviation		42.13
Variance		1775.16
Range		150
Minimum		0
Maximum		150
Sum		1110

Table 320: Frequencies for Skills level: Technical Documentations (%) Final Results Main Study

Skills level: Technical Documentations (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	42	77.8	77.8	77.8
	50	3	5.6	5.6	83.3
	60	1	1.9	1.9	85.2
	80	1	1.9	1.9	87.0
	100	4	7.4	7.4	94.4
	120	1	1.9	1.9	96.3
	150	2	3.7	3.7	100.0
	Total	54	100.0	100.0	

Figure 159: Histogram of Skills level: Technical Documentations (%) Final Results Main Study



Skills level: Help Systems (%)

Table 321: Statistics for Skills level: Help Systems (%) for Final Results for Main Study

Statistics

Skills level: Help Systems (%)

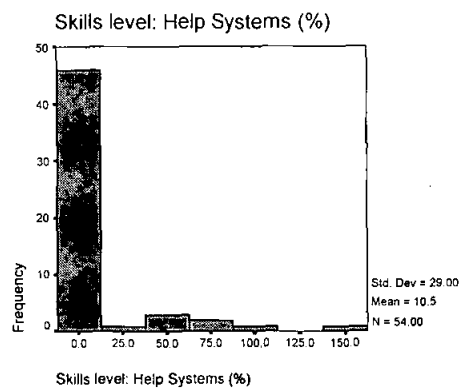
N	Valid	54
	Missing	0
Mean		10.46
Median		.00
Mode		0
Std. Deviation		29.00
Variance		840.82
Range		150
Minimum		0
Maximum		150
Sum		565

Table 322: Frequencies for Skills level: Help Systems (%) for Final Results for Main Study

Skills level: Help Systems (%)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	46	85.2	85.2	85.2
	25	1	1.9	1.9	87.0
	50	3	5.6	5.6	92.6
	65	1	1.9	1.9	94.4
	75	1	1.9	1.9	96.3
	100	1	1.9	1.9	98.1
	150	1	1.9	1.9	100.0
	Total	54	100.0	100.0	

Figure 160: Histogram of Skills level: Help Systems (%) for Final Results for Main Study



Question 5b. Please add any additional topics not previously mentioned that you wish to reskill in.

Skill/Knowledge Area	%	Skill/Knowledge Area	%

Table 323: Case Summary of New Skills Knowledge for Final Results for Main Study

Place where survey was carried out	New Skill/Knowledge	% Skill Level
Silicon Valley	Network Security	150

This question asked respondents to report on any new skills that they would like to reskill in. Only one response was received for this question: Network security by a Silicon Valley worker.

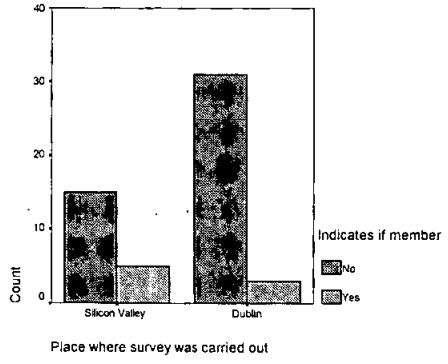
Question 6. Are you a member of any professional organisation. Yes No.

Table 324: Crosstabulations: Place where survey was carried out for Professional Organisation Membership

Place where survey was carried out * Indicates if member of professional organisation Crosstabulation

			Indicates if member of professional organisation		
			No	Yes	Total
Place where survey was carried out	Silicon Valley	Count	15	5	20
		% within Place where survey was carried out	75.0%	25.0%	100.0%
		% within Indicates if member of professional organisation	32.6%	62.5%	37.0%
		% of Total	27.8%	9.3%	37.0%
	Dublin	Count	31	3	34
		% within Place where survey was carried out	91.2%	8.8%	100.0%
		% within Indicates if member of professional organisation	67.4%	37.5%	63.0%
		% of Total	57.4%	5.6%	63.0%
Total		Count	46	8	54
		% within Place where survey was carried out	85.2%	14.8%	100.0%
		% within Indicates if member of professional organisation	100.0%	100.0%	100.0%
		% of Total	85.2%	14.8%	100.0%

Figure 161: Histogram for Professional Organisation Membership



The results show that professional computer organisation membership is very low among both Dublin and Silicon Valley respondents. In Silicon Valley, 5 respondents (25 percent) reported that they were members of a professional organisation. However, 15 Silicon Valley respondents (75 percent) reported that they were not members of any professional computer societies. In Dublin, 3 respondents (8.8 percent) reported that they were members. However, 31 Dublin respondents (91.2 percent) reported that they were not members of any professional computer organisation.

Although Silicon Valley respondents reported a higher percentage of professional computer organisation membership (25 per cent) than Dublin respondents (8.8 per cent), there is a very large majority of respondents in both locations (85.2 per cent in total) who are not members of any computer organisation.

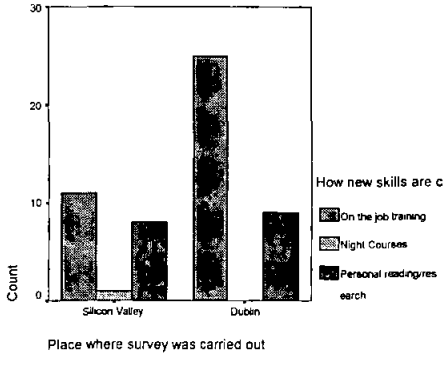
Question 7a. How do you currently acquire new skills? On the job training, night courses, personal reading/research

Table 325: Crosstabulations: How Skills are Currently Acquired – Final Results for Main Study

Place where survey was carried out * How new skills are currently acquired Crosstabulation

			How new skills are currently acquired			
			On the job training	Night Courses	Personal reading/research	Total
Place where survey was carried out	Silicon Valley	Count	11	1	8	20
		% within Place where survey was carried out	55.0%	5.0%	40.0%	100.0%
		% within How new skills are currently acquired	30.6%	100.0%	47.1%	37.0%
		% of Total	20.4%	1.9%	14.8%	37.0%
	Dublin	Count	25		9	34
		% within Place where survey was carried out	73.5%		26.5%	100.0%
		% within How new skills are currently acquired	69.4%		52.9%	63.0%
		% of Total	46.3%		16.7%	63.0%
Total		Count	36	1	17	54
		% within Place where survey was carried out	66.7%	1.9%	31.5%	100.0%
		% within How new skills are currently acquired	100.0%	100.0%	100.0%	100.0%
		% of Total	66.7%	1.9%	31.5%	100.0%

Figure 162: Histogram Showing How Skills are Currently Acquired – Final Results for Main Study



Respondents in both locations reported a high percentage of new skills being acquired through **on the job training**: 25 Dublin respondents reported that they received on the job training (73.5 per cent), while 11 Silicon Valley respondents reported receiving on the job training (55 per cent). **Personal reading/research** was reported by 9 Dublin respondents (26.5 per cent) and 8 Silicon Valley respondents (40 per cent). Only 1 Silicon Valley respondent (5 per cent) and no Dublin respondent reported receiving training for new skills through **night courses.**

Thus, results for acquiring new skills indicates that respondents most frequently report **on the job training** (66.7 per cent of total respondents), followed by **personal reading and research** (31.5 per cent of total respondents). **Night courses** are not a

common method of acquiring skills for respondents from either location (1.9 per cent of total respondents).

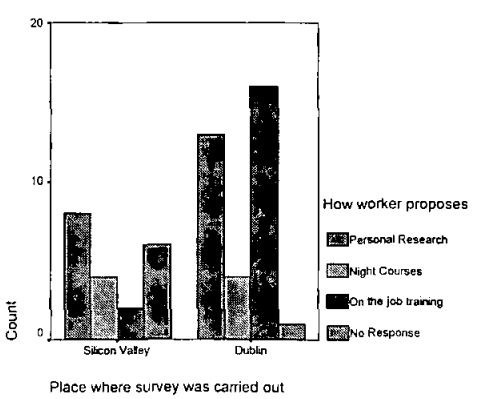
Question 7b. How do you propose to reskill in emerging topics? On the job training, Personal research, Night Courses.

Table 326: Crosstabulation: How Workers Propose to Reskill for Final Results for Main Study

Place where survey was carried out * How worker proposes to reskill in emerging topics Crosstabulation

			How worker proposes to reskill in emerging topics				
			Personal Research	Night Courses	On the job training	No Response	Total
Place where survey was carried out	Silicon Valley	Count	8	4	2	6	20
		% within Place where survey was carried out	40.0%	20.0%	10.0%	30.0%	100.0%
		% within How worker proposes to reskill in emerging topics	38.1%	50.0%	11.1%	85.7%	37.0%
		% of Total	14.8%	7.4%	3.7%	11.1%	37.0%
	Dublin	Count	13	4	16	1	34
		% within Place where survey was carried out	38.2%	11.8%	47.1%	2.9%	100.0%
		% within How worker proposes to reskill in emerging topics	61.9%	50.0%	88.9%	14.3%	63.0%
		% of Total	24.1%	7.4%	29.6%	1.9%	63.0%
Total		Count	21	8	18	7	54
		% within Place where survey was carried out	38.9%	14.8%	33.3%	13.0%	100.0%
		% within How worker proposes to reskill in emerging topics	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	38.9%	14.8%	33.3%	13.0%	100.0%

Figure 163: Histogram Showing How Workers Propose to Reskill for Final Results for Main Study



A large percentage of Silicon Valley respondents did not answer this question (30 percent), compared to just 2.9 per cent of Dublin respondents. Respondents in both locations reported a high percentage for reskilling in new emerging topics through

personal research: 13 Dublin respondents (38.2 per cent), and 8 Silicon Valley respondents (40 per cent). In the case of reskilling through **on-the-job training**, 16 Dublin respondents (47.1 per cent) reported that they proposed to reskill through this method of, while 2 Silicon Valley respondent (10 per cent) proposed to reskill through on the job training. With regard to reskilling through **night courses**: 4 Dublin respondents (11.8 per cent), and 4 Silicon Valley respondents (20 per cent) proposed to reskill in this way.

Thus, results for proposing to reskill in emerging topics indicate that respondents most frequently report **personal research** (38.9 per cent of total respondents). In both locations respondents showed only minimal interest in reskill through **night courses** (14.8 per cent of total respondents). The biggest difference between both groups in terms of reskilling was in the case of **on-the-job training**, where Silicon Valley respondents showed little interest in this (10 per cent), while Dublin respondents showed a keen interest (33.3 per cent).

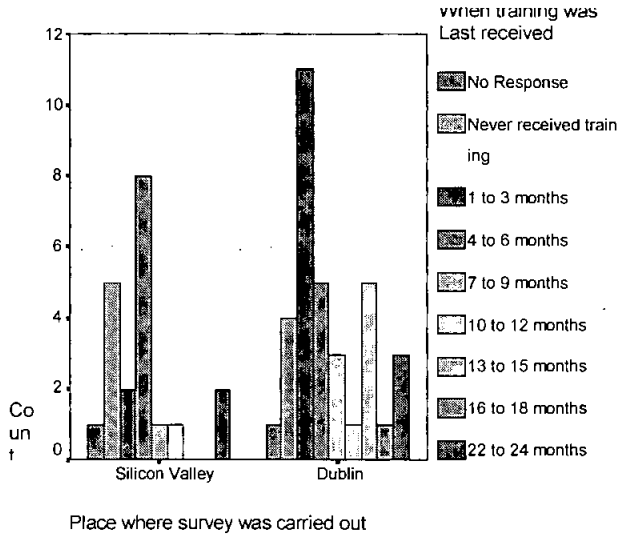
Question 8. When did you last receive training for new skills that are required as part of your job? Never received training, 1 to 3 months, 4 to 6 months, 7 to 9 months, 10 to 12 months, 13 to 15 months, 16 to 18 months, 19 to 21 months, 22 to 24 months.

Table 327: Crosstabulation: When last received training – Final Results for Main Study

Place where survey was carried out * When training was last received Crosstabulation

			When training was last received									
			No Response	Never received training	to 3 months	to 6 months	to 9 months	10 to 12 months	13 to 15 months	16 to 18 months	22 to 24 months	Total
Place where sur	Silicon Vall	Count	1	5	2	8	1	1			2	20
was carried out		% within Place wh survey was carrie	5.0%	25.0%	10.0%	40.0%	5.0%	5.0%			10.0%	100.0%
		% within When tra was last received	50.0%	55.6%	15.4%	61.5%	25.0%	50.0%			40.0%	37.0%
		% of Total	1.9%	9.3%	3.7%	14.8%	1.9%	1.9%			3.7%	37.0%
	Dublin	Count	1	4	11	5	3	1	5	1	3	34
		% within Place wh survey was carrie	2.9%	11.8%	32.4%	14.7%	8.8%	2.9%	14.7%	2.9%	8.8%	100.0%
		% within When tra was last received	50.0%	44.4%	84.6%	38.5%	75.0%	50.0%	100.0%	100.0%	60.0%	63.0%
		% of Total	1.9%	7.4%	20.4%	9.3%	5.6%	1.9%	9.3%	1.9%	5.6%	63.0%
Total		Count	2	9	13	13	4	2	5	1	5	54
		% within Place wh survey was carrie	3.7%	16.7%	24.1%	24.1%	7.4%	3.7%	9.3%	1.9%	9.3%	100.0%
		% within When tra was last received	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	3.7%	16.7%	24.1%	24.1%	7.4%	3.7%	9.3%	1.9%	9.3%	100.0%

Figure 164: Histogram: When last received training – Final Results for Main Study



Employees surveyed in both locations gave a high response level to the question of when they last received training. Only 1 Dublin employee and 1 Silicon Valley employee did not give any response. The highest Silicon Valley response for having received training within 1 to 6 months was reported by 8 respondents (40 percent). However 5 Silicon Valley respondents (25 percent) said they had never received training. Overall 14 (70 percent) of Silicon Valley respondents reported having received training within a 24-month period.

The highest Dublin response was for having received training within 1 to 3 months (11 respondents, 32.4 percent), followed by 4 respondents (11.8 percent) who received training within 4 to 6 months. However, 4 Dublin respondents (11.8 per cent) reported that they had never received training. Overall 29 respondents (86.3 percent) reported having received training within a 24-month period.

From the above results Dublin respondents report that they have received a greater degree of training within a 24-month period (86.3 per cent) than Silicon Valley respondents (70 percent).

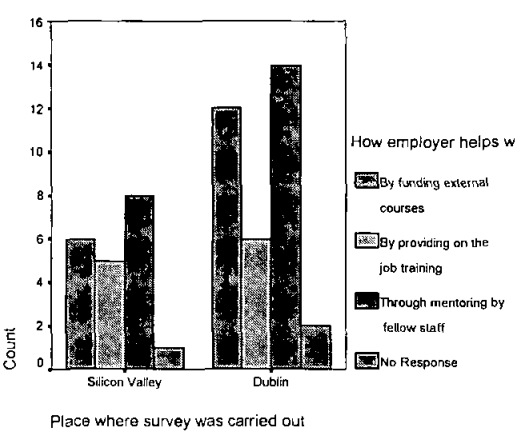
Question 9. How does your employer help you to acquire new skills? By funding external courses, by providing on the job training, through mentoring by fellow staff

Table 328: Crosstabulation: How employer helps you acquire new skills Final Results Main Study

Place where survey was carried out * How employer helps worker reskill Crosstabulation

			How employer helps worker reskill				
			By funding external courses	By providing on the job training	Through mentoring by fellow staff	No Response	Total
Place where survey was carried out	Silicon Valley	Count	6	5	8	1	20
		% within Place where survey was carried out	30.0%	25.0%	40.0%	5.0%	100.0%
		% within How employer helps worker reskill	33.3%	45.5%	36.4%	33.3%	37.0%
		% of Total	11.1%	9.3%	14.8%	1.9%	37.0%
	Dublin	Count	12	6	14	2	34
		% within Place where survey was carried out	35.3%	17.6%	41.2%	5.9%	100.0%
		% within How employer helps worker reskill	66.7%	54.5%	63.6%	66.7%	63.0%
		% of Total	22.2%	11.1%	25.9%	3.7%	63.0%
Total		Count	18	11	22	3	54
		% within Place where survey was carried out	33.3%	20.4%	40.7%	5.6%	100.0%
		% within How employer helps worker reskill	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	33.3%	20.4%	40.7%	5.6%	100.0%

Figure 165: Histogram: How employer helps you acquire new skills for Final Results for Main Study



Respondents in both locations reported a high percentage of new skills being acquired through mentoring my fellow staff: 14 Dublin respondents (41.2 per cent) and 8 Silicon Valley respondents (40.0 per cent) reported receiving mentoring by fellow staff. Funding of external courses was reported by 12 Dublin respondents (35.3 per cent) and 6 Silicon Valley respondents (30.0 per cent). On the job training was reported by 6 Dublin respondents (17.6 per cent) and 5 Silicon Valley respondents (25.0 per cent).

Thus, results for employers helping respondents to acquire new skills indicates that mentoring by fellow staff (40.7 per cent of total respondents) is the preferred choice

of employer training in both locations. This is followed by funding of external course (33.3 per cent of total respondents), and by on the job training (20.4 per cent of total respondents).

Question 10. On a scale of 0 to 5 (with 0 being of no importance and 5 being of great importance), please indicate the importance that you would place on the following aspects of your life.

Aspects of Life	0-5 Scale
Successful work life	
Happy family life	
Fulfilling leisure pursuits	
Satisfying friendships	
Varied social life	
Early retirement	
Personal fulfilment through hobbies	
Life-long learning	
Children's academic success	
Compatible relationship	
Good prospects of promotion at work	
Financially comfortable	
Voluntary work in the community	

Table 329: Frequencies for Aspects of Life for Combined Dublin and Silicon Valley Final Results Main Study

Statistics

		Place where survey was carried out	1.	2.	3.	4.	5.	6.	7.	8.	9.	10	11.	12.	13.
N	Valid	54	54	54	54	54	54	54	54	54	54	54	54	54	54
	Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean		1.63	3.8148	4.6296	3.6713	4.0000	3.1481	3.1574	3.2500	3.5741	2.5556	4.3981	3.0185	4.1389	2.2315
Median		2.00	4.0000	5.0000	3.8750	4.0000	3.0000	3.0000	3.0000	4.0000	3.0000	5.0000	3.0000	4.0000	2.7500
Mode		2	4.00	5.00	3.00	5.00	3.00	3.00	4.00	5.00	.00	5.00	3.00	5.00	3.00
Std. Deviation		.49	1.2104	.9770	.9759	.8633	1.0887	1.2806	1.1726	1.1752	1.8058	.8762	1.3803	.9133	1.2691
Variance		.24	1.4651	.9546	.9524	.7453	1.1852	1.6398	1.3750	1.3812	3.2610	.7677	1.9053	.8341	1.6105
Range		1	5.00	5.00	3.00	2.00	4.00	5.00	5.00	4.00	5.00	4.00	5.00	3.00	4.00
Minimum		1	.00	.00	2.00	3.00	1.00	.00	.00	1.00	.00	1.00	.00	2.00	.00
Maximum		2	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	4.00
Sum		88	206.00	250.00	198.25	216.00	170.00	170.50	175.50	193.00	138.00	237.50	163.00	223.50	120.50

Table Key: 1. Successful work life, 2. Happy family life, 3. Fulfilling leisure pursuits, 4. Satisfying friendships, 5. Varied social life, 6. Early retirement, 7. Personal fulfillment through hobbies, 8. Life-long learning, 9. Children's academic success, 10. Compatible relationship, 11. Good prospects of promotion at work, 12. Financially comfortable, 13. Voluntary work in the community

Table 330: Frequencies for Aspects of Life for Dublin for Final Results for Main Study

Statistics

		1.	2.	3.	4.	5.	6.	7.	8.	9.	10	11.	12.	13.
N	Valid	34	34	34	34	34	34	34	34	34	34	34	34	34
	Missing	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean		3.5000	4.7353	3.8088	4.1618	3.2353	3.0441	3.5147	3.6471	2.7206	4.3235	2.9412	3.8824	2.7206
Median		4.0000	5.0000	4.0000	4.0000	3.0000	3.0000	4.0000	4.0000	3.0000	5.0000	3.0000	4.0000	3.0000
Mode		4.00	5.00	5.00	5.00	3.00	3.00	4.00	5.00	4.00	5.00	3.00	4.00	3.00
Std. Deviation		1.3085	.6183	1.0151	.8766	.9553	1.3164	1.0623	1.2031	1.8224	1.0363	1.4552	.9460	.9939
Variance		1.7121	.3824	1.0305	.7685	.9127	1.7328	1.1286	1.4474	3.3211	1.0740	2.1176	.8948	.9877
Range		5.00	3.00	3.00	2.00	4.00	5.00	4.00	4.00	5.00	4.00	5.00	3.00	4.00
Minimum		.00	2.00	2.00	3.00	1.00	.00	1.00	1.00	.00	1.00	.00	2.00	.00
Maximum		5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	4.00
Sum		119.00	161.00	129.50	141.50	110.00	103.50	119.50	124.00	92.50	147.00	100.00	132.00	92.50

Table Key: 1. Successful work life, 2. Happy family life, 3. Fulfilling leisure pursuits, 4. Satisfying friendships, 5. Varied social life, 6. Early retirement, 7. Personal fulfillment through hobbies, 8. Life-long learning, 9. Children's academic success, 10. Compatible relationship, 11. Good prospects of promotion at work, 12. Financially comfortable, 13. Voluntary work in the community

Table 331: Frequencies for Aspects of Life for Silicon Valley for Final Results for Main Study

Statistics

		1.	2.	3.	4.	5.	6.	7.	8.	9.	10	11.	12.	13.
N	Valid	20	20	20	20	20	20	20	20	20	20	20	20	20
	Missing	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean		4.3500	4.4500	3.4375	3.7250	3.0000	3.3500	2.8000	3.4500	2.2750	4.5250	3.1500	4.5750	1.4000
Median		4.5000	5.0000	3.0000	3.7500	3.0000	3.0000	3.0000	3.5000	3.0000	4.7500	3.0000	5.0000	1.0000
Mode		5.00	5.00	3.00	3.00	2.00[a]	3.00	3.00	3.00[a]	3.00	5.00	3.00	5.00	1.00
Std. Deviation		.7964	1.3945	.8806	.7860	1.2978	1.2258	1.2397	1.1459	1.7879	.4993	1.2680	.6742	1.2732
Variance		.6342	1.9447	.7755	.6178	1.6842	1.5026	1.5368	1.3132	3.1967	.2493	1.6079	.4546	1.6211
Range		3.00	5.00	3.00	2.00	4.00	4.00	5.00	4.00	5.00	1.00	5.00	2.00	4.00
Minimum		2.00	.00	2.00	3.00	1.00	1.00	.00	1.00	.00	4.00	.00	3.00	.00
Maximum		5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	4.00
Sum		87.00	89.00	68.75	74.50	60.00	67.00	56.00	69.00	45.50	90.50	63.00	91.50	28.00

a. Multiple modes exist. The smallest value is shown

Table Key: 1. Successful work life, 2. Happy family life, 3. Fulfilling leisure pursuits, 4. Satisfying friendships, 5. Varied social life, 6. Early retirement, 7. Personal fulfillment through hobbies, 8. Life-long learning, 9. Children's academic success, 10. Compatible relationship, 11. Good prospects of promotion at work, 12. Financially comfortable, 13. Voluntary work in the community

Activities

The activities in question four can be divided into three groups: work, home, and leisure. The groups with their allotted activities are arranged as follows:

Work: Successful work life, early retirement, good prospects of promotion at work, financially comfortable

Home: Happy family life, children's academic success, compatible relationship

Leisure: Fulfilling leisure pursuits, satisifying friendships, varied social life, personal fulfillment through hobbies, life-long learning, voluntary work in the community

Some activities may fit into two or more groups, such as life-long learning may be appropriate for both work and leisure; early retirement may impinge on work, home, leisure, and community, as more time is freed up to become involved in other pursuits.

Frequencies for Aspects of Life

Silicon Valley respondents reported that being financially comfortable was the most important aspect of life (mean was 4.575). This was followed by compatible relationship (mean was 4.525), happy family life (mean was 4.450), successful work life (mean was 4.350). Dublin respondents chose three of the same four aspects of life as Silicon Valley as being most important. The highest Dublin aspect of life reported was happy family life (mean of 4.7353), followed by compatible relationship (4.3235), satisfying friendships (4.1618), and financially comfortable (3.8824).

Silicon Valley respondents assigned medium importance to satisfying friendships (mean of 3.725), followed by life-long learning (mean of 3.45), fulfilling leisure pursuits (mean of 3.437), and early retirement (3.35). Dublin respondents assigned medium importance to varied social life (mean of 3.8088), followed by life-long learning (mean of 3.6471), personal fulfillment through hobbies (mean of 3.5147), and successful work life (mean of 3.5).

Respondents from both locations assigned low level of importance to children's academic success (Dublin mean: 2.72; Silicon Valley mean: 2.275). Voluntary work in the community was assigned the lowest rate of importance by respondents from both locations (Dublin mean: 2.72; Silicon Valley mean: 1.4).

For Silicon Valley respondents successful work life was more important (mean: 4.35) than it was for Dublin respondents (mean: 3.5). Also Silicon Valley respondents gave higher importance to being financially comfortable (mean: 4.57) than Dublin respondents (mean: 3.882). Dublin respondents reported that happy family life (mean of 4.735) was of greater importance than it was to Silicon Valley respondents (mean of 4.45), and that satisfying friendships (mean: 4.16) was of greater importance compared to Silicon Valley respondents (mean: 3.72).

Overall, Silicon Valley respondents assigned a high level of importance to work aspects of life: financially comfortable and successful work life, but also to aspects of life in the home: compatible relationship, and happy family life. For Dublin respondents aspects of life in the home were highest: happy family life and compatible relationship, followed by leisure: satisfying friendships, and then by work aspects of life: financially comfortable.

Correlations for Aspects of Life

Data received for Question 10 from Silicon Valley and Dublin respondents have been analysed below, using the Pearson Correlation Bivariate statistic (two-tailed). A level of significance of 0.01 (1%) is marked **. A level of significance of 0.05 (5%) is marked *.

Table 332: Correlation Coefficients for Aspects of Life: Combined Dublin and Silicon Valley for Final Results for Main Study

Correlations

		1.	2.	3.	4.	5.	6.	7.	8.	9.	10	11.	12.	13.
1.	Pearson Correlat	1.000	-.043	-.322*	-.275*	-.058	.214	-.392**	.070	.158	.209	.674**	.677**	-.223
	Sig. (2-tailed)	.	.757	.018	.044	.679	.120	.003	.617	.254	.130	.000	.000	.104
	N	54	54	54	54	54	54	54	54	54	54	54	54	54
2.	Pearson Correlat	-.043	1.000	.117	-.034	-.125	.115	-.058	-.009	.359**	.308*	.271*	.038	.124
	Sig. (2-tailed)	.757	.	.398	.810	.368	.406	.679	.951	.008	.024	.047	.787	.373
	N	54	54	54	54	54	54	54	54	54	54	54	54	54
3.	Pearson Correlat	-.322*	.117	1.000	.627**	.602**	.076	.543**	.270*	-.119	.330*	-.209	-.099	.363**
	Sig. (2-tailed)	.018	.398	.	.000	.000	.584	.000	.048	.390	.015	.129	.478	.007
	N	54	54	54	54	54	54	54	54	54	54	54	54	54
4.	Pearson Correlat	-.275*	-.034	.627**	1.000	.642**	-.055	.405**	.344*	-.127	.187	-.127	-.096	.383**
	Sig. (2-tailed)	.044	.810	.000	.	.000	.690	.002	.011	.360	.176	.361	.491	.004
	N	54	54	54	54	54	54	54	54	54	54	54	54	54
5.	Pearson Correlat	-.058	-.125	.602**	.642**	1.000	.172	.310*	.212	-.273*	.145	-.127	.102	.248
	Sig. (2-tailed)	.679	.368	.000	.000	.	.212	.022	.123	.046	.297	.359	.462	.071
	N	54	54	54	54	54	54	54	54	54	54	54	54	54
6.	Pearson Correlat	.214	.115	.076	-.055	.172	1.000	-.042	-.143	-.024	.145	.105	.304*	.050
	Sig. (2-tailed)	.120	.406	.584	.690	.212	.	.761	.303	.862	.296	.450	.026	.721
	N	54	54	54	54	54	54	54	54	54	54	54	54	54
7.	Pearson Correlat	-.392**	-.058	.543**	.405**	.310*	-.042	1.000	.133	-.238	.131	-.283*	-.236	.262
	Sig. (2-tailed)	.003	.679	.000	.002	.022	.761	.	.336	.083	.346	.038	.086	.056
	N	54	54	54	54	54	54	54	54	54	54	54	54	54
8.	Pearson Correlat	.070	-.009	.270*	.344*	.212	-.143	.133	1.000	.162	.241	.203	.126	.384**
	Sig. (2-tailed)	.617	.951	.048	.011	.123	.303	.336	.	.240	.079	.142	.362	.004
	N	54	54	54	54	54	54	54	54	54	54	54	54	54
9.	Pearson Correlat	.158	.359**	-.119	-.127	-.273*	-.024	-.238	.162	1.000	.174	.450**	.090	.208
	Sig. (2-tailed)	.254	.008	.390	.360	.046	.862	.083	.240	.	.209	.001	.519	.131
	N	54	54	54	54	54	54	54	54	54	54	54	54	54
10	Pearson Correlat	.209	.308*	.330*	.187	.145	.145	.131	.241	.174	1.000	.267	.242	.221
	Sig. (2-tailed)	.130	.024	.015	.176	.297	.296	.346	.079	.209	.	.051	.078	.108
	N	54	54	54	54	54	54	54	54	54	54	54	54	54
11.	Pearson Correlat	.674**	.271*	-.209	-.127	-.127	.105	-.283*	.203	.450**	.267	1.000	.619**	.041
	Sig. (2-tailed)	.000	.047	.129	.361	.359	.450	.038	.142	.001	.051	.	.000	.771
	N	54	54	54	54	54	54	54	54	54	54	54	54	54
12.	Pearson Correlat	.677**	.038	-.099	-.096	.102	.304*	-.236	.126	.090	.242	.619**	1.000	-.224
	Sig. (2-tailed)	.000	.787	.478	.491	.462	.026	.086	.362	.519	.078	.000	.	.104
	N	54	54	54	54	54	54	54	54	54	54	54	54	54
13.	Pearson Correlat	-.223	.124	.363**	.383**	.248	.050	.262	.384**	.208	.221	.041	-.224	1.000
	Sig. (2-tailed)	.104	.373	.007	.004	.071	.721	.056	.004	.131	.108	.771	.104	.
	N	54	54	54	54	54	54	54	54	54	54	54	54	54

*.Correlation is significant at the 0.05 level (2-tailed).

**.Correlation is significant at the 0.01 level (2-tailed).

Table Key: 1. Successful work life, 2. Happy family life, 3. Fulfilling leisure pursuits, 4. Satisfying friendships, 5. Varied social life, 6. Early retirement, 7. Personal fulfillment through hobbies, 8. Life-long learning, 9. Children's academic success, 10. Compatible relationship, 11. Good prospects of promotion at work, 12. Financially comfortable, 13. Voluntary work in the community

Table 333: Correlation Coefficients for Aspects of Life: Dublin for Final Results for Main Study

Correlations

		1.	2.	3.	4.	5.	6.	7.	8.	9.	10	11.	12.	13.
1.	Pearson Correlat	1.000	-.094	-.348*	-.192	.024	.172	-.311	.135	.207	.212	.748**	.588**	.099
	Sig. (2-tailed)	.	.598	.044	.278	.892	.332	.074	.447	.241	.228	.000	.000	.577
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
2.	Pearson Correlat	-.094	1.000	.231	.165	.160	-.041	.191	.074	.269	.421*	.218	.256	.049
	Sig. (2-tailed)	.598	.	.189	.350	.366	.818	.280	.676	.125	.013	.216	.144	.785
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
3.	Pearson Correlat	-.348*	.231	1.000	.606**	.548**	.012	.705**	.241	-.091	.406*	-.233	-.087	.268
	Sig. (2-tailed)	.044	.189	.	.000	.001	.946	.000	.170	.608	.017	.184	.624	.125
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
4.	Pearson Correlat	-.192	.165	.606**	1.000	.604**	-.013	.502**	.257	-.051	.241	-.040	.097	.271
	Sig. (2-tailed)	.278	.350	.000	.	.000	.942	.003	.142	.773	.170	.823	.586	.121
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
5.	Pearson Correlat	.024	.160	.548**	.604**	1.000	.016	.415*	.259	-.083	.257	.119	.199	.199
	Sig. (2-tailed)	.892	.366	.001	.000	.	.930	.015	.139	.641	.142	.502	.259	.259
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
6.	Pearson Correlat	.172	-.041	.012	-.013	.016	1.000	.000	-.086	-.004	.100	.175	.223	.305
	Sig. (2-tailed)	.332	.818	.946	.942	.930	.	.998	.631	.981	.573	.321	.204	.079
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
7.	Pearson Correlat	-.311	.191	.705**	.502**	.415*	.000	1.000	.146	-.193	.230	-.235	-.119	.090
	Sig. (2-tailed)	.074	.280	.000	.003	.015	.998	.	.409	.273	.192	.182	.503	.612
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
8.	Pearson Correlat	.135	.074	.241	.257	.259	-.086	.146	1.000	.120	.240	.161	.229	.346*
	Sig. (2-tailed)	.447	.676	.170	.142	.139	.631	.409	.	.501	.171	.363	.193	.045
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
9.	Pearson Correlat	.207	.269	-.091	-.051	-.083	-.004	-.193	.120	1.000	.178	.314	.174	.286
	Sig. (2-tailed)	.241	.125	.608	.773	.641	.981	.273	.501	.	.315	.071	.326	.101
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
10	Pearson Correlat	.212	.421*	.406*	.241	.257	.100	.230	.240	.178	1.000	.274	.256	.385*
	Sig. (2-tailed)	.228	.013	.017	.170	.142	.573	.192	.171	.315	.	.117	.143	.025
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
11.	Pearson Correlat	.748**	.218	-.233	-.040	.119	.175	-.235	.161	.314	.274	1.000	.787**	.093
	Sig. (2-tailed)	.000	.216	.184	.823	.502	.321	.182	.363	.071	.117	.	.000	.601
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
12.	Pearson Correlat	.588**	.256	-.087	.097	.199	.223	-.119	.229	.174	.256	.787**	1.000	.093
	Sig. (2-tailed)	.000	.144	.624	.586	.259	.204	.503	.193	.326	.143	.000	.	.601
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
13.	Pearson Correlat	.099	.049	.268	.271	.199	.305	.090	.346*	.286	.385*	.093	.093	1.000
	Sig. (2-tailed)	.577	.785	.125	.121	.259	.079	.612	.045	.101	.025	.601	.601	.
	N	34	34	34	34	34	34	34	34	34	34	34	34	34

*.Correlation is significant at the 0.05 level (2-tailed).

**.Correlation is significant at the 0.01 level (2-tailed).

Table Key: 1. Successful work life, 2. Happy family life, 3. Fulfilling leisure pursuits, 4. Satisfying friendships, 5. Varied social life, 6. Early retirement, 7. Personal fulfillment through hobbies, 8. Life-long learning, 9. Children's academic success, 10. Compatible relationship, 11. Good prospects of promotion at work, 12. Financially comfortable, 13. Voluntary work in the community

Table 334: Correlation Coefficients for Aspects of Life: Silicon Valley Final Results Main Study

Correlations

		1.	2.	3.	4.	5.	6.	7.	8.	9.	10	11.	12.	13.
1.	Pearson Correlat	1.000	.135	-.070	-.280	-.127	.245	-.405	.020	.252	.010	.545*	.806**	-.431
	Sig. (2-tailed)	.	.570	.768	.233	.593	.297	.076	.933	.283	.967	.013	.000	.058
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
2.	Pearson Correlat	.135	1.000	-.008	-.289	-.320	.303	-.311	-.100	.465*	.436	.406	-.038	.071
	Sig. (2-tailed)	.570	.	.973	.216	.169	.194	.183	.673	.039	.054	.075	.874	.766
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
3.	Pearson Correlat	-.070	-.008	1.000	.620**	.702**	.289	.217	.303	-.256	.213	-.121	.119	.411
	Sig. (2-tailed)	.768	.973	.	.004	.001	.216	.358	.194	.276	.367	.612	.617	.072
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
4.	Pearson Correlat	-.280	-.289	.620**	1.000	.722**	-.059	.130	.495*	-.383	.186	-.273	-.282	.379
	Sig. (2-tailed)	.233	.216	.004	.	.000	.806	.586	.026	.095	.432	.244	.229	.100
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
5.	Pearson Correlat	-.127	-.320	.702**	.722**	1.000	.430	.164	.142	-.567**	-.041	-.480*	.090	.255
	Sig. (2-tailed)	.593	.169	.001	.000	.	.058	.491	.552	.009	.865	.032	.705	.278
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
6.	Pearson Correlat	.245	.303	.289	-.059	.430	1.000	-.021	-.230	-.022	.286	-.069	.444*	-.128
	Sig. (2-tailed)	.297	.194	.216	.806	.058	.	.931	.328	.926	.222	.771	.050	.590
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
7.	Pearson Correlat	-.405	-.311	.217	.130	.164	-.021	1.000	.067	-.437	.051	-.348	-.201	.187
	Sig. (2-tailed)	.076	.183	.358	.586	.491	.931	.	.780	.054	.831	.132	.394	.431
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
8.	Pearson Correlat	.020	-.100	.303	.495*	.142	-.230	.067	1.000	.219	.347	.313	.022	.483*
	Sig. (2-tailed)	.933	.673	.194	.026	.552	.328	.780	.	.354	.134	.179	.926	.031
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
9.	Pearson Correlat	.252	.465*	-.256	-.383	-.567**	-.022	-.437	.219	1.000	.272	.770**	.080	.018
	Sig. (2-tailed)	.283	.039	.276	.095	.009	.926	.054	.354	.	.246	.000	.737	.938
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
10	Pearson Correlat	.010	.436	.213	.186	-.041	.286	.051	.347	.272	1.000	.243	.033	.273
	Sig. (2-tailed)	.967	.054	.367	.432	.865	.222	.831	.134	.246	.	.302	.889	.244
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
11.	Pearson Correlat	.545*	.406	-.121	-.273	-.480*	-.069	-.348	.313	.770**	.243	1.000	.232	.091
	Sig. (2-tailed)	.013	.075	.612	.244	.032	.771	.132	.179	.000	.302	.	.324	.702
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
12.	Pearson Correlat	.806**	-.038	.119	-.282	.090	.444*	-.201	.022	.080	.033	.232	1.000	-.313
	Sig. (2-tailed)	.000	.874	.617	.229	.705	.050	.394	.926	.737	.889	.324	.	.180
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
13.	Pearson Correlat	-.431	.071	.411	.379	.255	-.128	.187	.483*	.018	.273	.091	-.313	1.000
	Sig. (2-tailed)	.058	.766	.072	.100	.278	.590	.431	.031	.938	.244	.702	.180	.
	N	20	20	20	20	20	20	20	20	20	20	20	20	20

*.Correlation is significant at the 0.05 level (2-tailed).

**.Correlation is significant at the 0.01 level (2-tailed).

Table Key: 1. Successful work life, 2. Happy family life, 3. Fulfilling leisure pursuits, 4. Satisfying friendships, 5. Varied social life, 6. Early retirement, 7. Personal fulfillment through hobbies, 8. Life-long learning, 9. Children's academic success, 10. Compatible relationship, 11. Good prospects of promotion at work, 12. Financially comfortable, 13. Voluntary work in the community

Positive Correlations

With regard to positive correlations, it is interesting to note that the majority of the activities that are positively correlated belong to the same group. This can be seen in the following cases:

Work group: Successful work life is positively correlated good prospects of promotion at work (r=.674, p<.005), and financially comfortable (r=.677, p<.005). Good prospects of promotion at work is positively correlated with financially comfortable (r=.619, p<.005).
Home group: Happy family life is positively correlated with children's academic success (r=.359, p<.001), and compatible relationship (r=.308, p<.001).
Leisure Group: Fulfilling leisure pursuits is positively correlated with satisfying friendships ((r=.627, p<.005), with varied social life (r=.602, p<.005), with personal fulfillment through hobbies (r=.543, p<.005), with voluntary work in the community (r=.363, p<.005). Satisfying friendships is positively correlated with varied social life (r=.642, p<.005), with personal fulfillment through hobbies (r=.405, p<.001), and with life-long learning (r=.344, p<.001), and with voluntary work in the community (r=.383, p<.001). Varied social life is positively correlated with personal fulfillment through hobbies (r=.310, p<.001). Life-long learning is positively correlated with fulfilling leisure pursuits (r=.270, p<.001), and with voluntary work in the community (r=.384, p<.001).

Positive correlations that do not belong to the same group are as follows:
Happy family life (home) with good prospects of promotion at work (work), (r=.271, p<.001). Fulfilling leisure pursuits (leisure) with compatible relationship (home), (r=.330, p<.001). Life-long learning (leisure) and compatible relationship (home), (r=.415, p<.001). Children's academic success (home) and good prospects of promotion at work (work), (r=.450, p<.005). The lack of positive correlation between the groups of work and home is particularly striking.

Results of Positive Correlations

Results indicate that the greatest positive correlations occur between aspects of life of the same group, whether work, home, or leisure. There is also some positive correlation that occurs between aspects of life in the groups of leisure and home (two positive correlations noted). Two positive correlations were found to occur between aspects of life in the groups of home and work.

Negative Correlations

With regard to negative correlations, it is interesting to note that in all cases, aspects of life that are negatively correlated do not belong to the same group. This can be seen in the following cases:

Successful work life (work) is negatively correlated with fulfilling leisure pursuits (leisure), ($r = -.322$, $p<.001$), with satisfying friendships (leisure), ($r = -.275$, $p<.001$), and personal fulfillment through hobbies (leisure), ($r = -.392$, $p<.005$).

Varied social life (leisure) is negatively correlated with children's academic success (home), ($r = -.273$, $p<.001$).

Personal fulfilment through hobbies (leisure) is negatively correlated with good prospects of promotion at work (work), ($r = -.283$, $p<.001$).

Results of Negative Correlations

Aspects of life were negatively correlated in five cases: work with leisure in four cases, and leisure with home in one case. These results imply that certain aspects of life pertaining to work, and others pertaining to leisure, negatively affect the pursuit of each other.

Differences in Correlations Between Silicon Valley and Dublin

Major differences between correlations of aspects of life for Dublin and Silicon Valley correlations were found in just one case. This is listed below:

Varied social life (leisure) and good prospects of promotion at work (work): combined $r = -.127$; Dublin $r=.119$; Silicon Valley, $r = -.480$, $p<.001$. This combined correlation without significance shows a negative correlation of 99 percent significance for Silicon Valley, and a positive correlation without significance for Dublin.

Question 11. In the last month, please indicate the approximate number of hours spent on each of the following:

Activities	Hours
Hobbies/Leisuretime/Socialising	
Family time	
Fulfilling leisure pursuits	
Training or academic pursuits	
Work	

Table 335: Frequencies for time spent at various activities: Combined Dublin and Silicon Valley Main Study Final Results

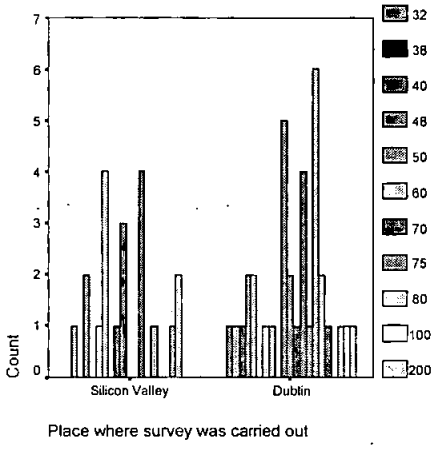
Location	Activity	Mean	Median	Mode	Std. Dev.	Variance	Range	Minimum	Maximum
Dublin	**Hobbies**	42.18	38	50	35.38	1251.60	200	0	200
Silicon Valley	**Hobbies**	34.10	30	20	22.39	501.36	75	5	80
Dublin	**Family Time**	53.74	45	10	43.72	1911.35	160	0	160
Silicon Valley	**Family Time**	48.95	10	0	70.79	5011.52	240	0	240
Dublin	**Fulfilling Leisure Pursuits**	18.97	15.50	10	14.53	211.06	50	0	50
Silicon Valley	**Fulfilling Leisure Pursuits**	18	10	10	21.67	469.47	80	0	80
Dublin	**Training Academic Pursuits**	13.38	6.5	0	23.03	530.43	120	0	120
Silicon Valley	**Training/ Academic Pursuits**	10.25	10	0	17.66	34.78	80	0	80
Dublin	**Work**	160.65	160	160	25.59	614.72	140	100	240
Silicon Valley	**Work**	167.75	180	200	72.74	5290.72	320	0	320

Table 336: Crosstabulations: Place where survey was carried out * Hours spent at various activities per month: Hobbies/Leisuretime/Socialising – Main Study Final Results

Place where survey was carried out * Hours spent at various activities per month: Hobbies/Leisuretime/Socialising Crosstabulation

		Hours spent at various activities per month: Hobbies/Leisuretime/Socialising																				
		0	5	6	10	15	16	20	25	26	30	32	36	40	48	50	60	70	75	80	100	200	Total
Place wher Silicon Valley was carried	Count		1		2		1	4		1	3			4		1			1	2			20
	% within Pla survey was		5.0%		10.0%		5.0%	20.0%		5.0%	15.0%			20.0%		5.0%			5.0%	10.0%			100.0%
	% within Ho at various a per month: Hobbies/Lei Socialising		50.0%		50.0%		100.0%	80.0%		100.0%	37.5%			50.0%		14.3%			100.0%	66.7%			87.0%
	% of Total		1.9%		3.7%		1.9%	7.4%		1.9%	5.6%			7.4%		1.9%			1.9%	3.7%			37.0%
Dublin	Count	1	1	1	2	2		1	1		5	2	1	4	1	6	2	1		1	1	1	34
	% within Pla survey was	2.9%	2.9%	2.9%	5.9%	5.9%		2.9%	2.9%		14.7%	5.9%	2.9%	11.8%	2.9%	17.6%	5.9%	2.9%		2.9%	2.9%	2.9%	100.0%
	% within Ho at various a per month: Hobbies/Lei Socialising	50.0%	50.0%	50.0%	50.0%	50.0%		20.0%	50.0%		62.5%	50.0%	50.0%	50.0%	50.0%	85.7%	100.0%	50.0%		33.3%	50.0%	50.0%	63.0%
	% of Total	1.9%	1.9%	1.9%	3.7%	3.7%		1.9%	1.9%		9.3%	3.7%	1.9%	7.4%	1.9%	11.1%	3.7%	1.9%		1.9%	1.9%	1.9%	63.0%
Total	Count	1	2	1	4	2	1	5	1	1	8	2	1	8	1	7	2	1	1	3	1	1	54
	% within Pla survey was	1.9%	3.7%	1.9%	7.4%	3.7%	1.9%	9.3%	1.9%	1.9%	14.8%	3.7%	1.9%	14.8%	1.9%	13.0%	3.7%	1.9%	1.9%	5.6%	1.9%	1.9%	100.0%
	% within Ho at various a per month: Hobbies/Lei Socialising	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	1.9%	3.7%	1.9%	7.4%	3.7%	1.9%	9.3%	1.9%	1.9%	14.8%	3.7%	1.9%	14.8%	1.9%	13.0%	3.7%	1.9%	1.9%	5.6%	1.9%	1.9%	100.0%

Figure 166: Bar chart for Hours spent at various activities per month: Hobbies/Leisuretime/Socialising – Main Study Final Results



Hours Spent on Hobbies/Leisuretime/Socialising

Data for hours spent at various activities per month for hobbies/leisuretime/socialising showed a large variation in responses, especially from Dublin respondents. Variance was 1251.60 and standard deviation was 35.38. The range of Dublin replies was between 0 and 200 hours per month. The largest group of Dublin respondents (6: 17.6 per cent) reported that they spent 50 hours each month on hobbies/leisuretime/socialising. 5 Dublin respondents (14.7 percent) reported spending 30 hours each month on hobbies, while 4

(11.8 percent) respondents reported spending 40 hours on hobbies. The most common range of hours reported to be spent on hobbies, occurred within the 30 to 60 hour period, reported by 21 (61.7 per cent) of Dublin respondents.

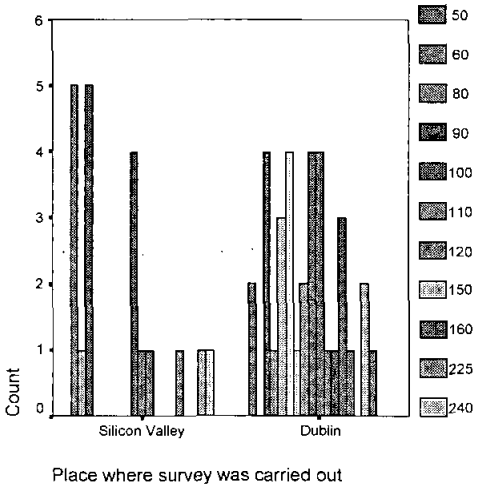
In Silicon Valley, there was less variation in reply. Variance was 501.36, and standard deviation was 35.38. The range of hours spent on hobbies was from 0 to 200 hours per month. The largest two groups of Silicon Valley respondents (4, 20.0 per cent) reported that they spent 40 hours each month on hobbies/leisuretime/socialising. 3 Silicon Valley respondents (20 percent) reported spending 20 hours and 40 hours each month on hobbies, while 3 (15 percent) respondents reported spending 30 hours on hobbies. The most common range of hours reported to be spent on hobbies, occurred within the 20 to 40 hour period, reported by 13 Silicon Valley respondents (60 per cent). This compares with 61.7 per cent of Dublin respondents spending between 30 and 60 hours each month on hobbies. Looking at the mean, Silicon Valley's mean is 34.1 and Dublin's mean is 42.18 for time spent on hobbies. **Results therefore indicate that Dublin respondents spend more hours on hobbies each month than Silicon Valley respondents.**

Table 337: Crosstabulations: Place where survey was carried out * Hours spent at various activities per month: Hobbies/Leisuretime/Socialising – Main Study Final Results

Place where survey was carried out * Hours spent at various activities per month: Family time Crosstabulation

			Hours spent at various activities per month: Family time																		
			0	4	10	15	20	30	32	40	50	60	80	90	100	110	120	150	160	225	240	Total
Place where survey was carried	Silicon Valley	Count	5	1	5						4	1	1				1			1	1	20
		% within Place where survey was carried	25.0%	5.0%	25.0%						20.0%	5.0%	5.0%				5.0%			5.0%	5.0%	100.0%
		% within Hours spent at various activities per month: Family time	71.4%	100.0%	55.6%						50.0%	20.0%	50.0%				100.0%			100.0%	100.0%	37.0%
		% of Total	9.3%	1.9%	9.3%						7.4%	1.9%	1.9%				1.9%			1.9%	1.9%	37.0%
	Dublin	Count	2		4	1	3	4	1	2	4	4	1	1	3	1		2	1			34
		% within Place where survey was carried	5.9%		11.8%	2.9%	8.8%	11.8%	2.9%	5.9%	11.8%	11.8%	2.9%	2.9%	8.8%	2.9%		5.9%	2.9%			100.0%
		% within Hours spent at various activities per month: Family time	28.6%		44.4%	100.0%	100.0%	100.0%	100.0%	100.0%	50.0%	80.0%	50.0%	100.0%	100.0%	100.0%		100.0%	100.0%			63.0%
		% of Total	3.7%		7.4%	1.9%	5.6%	7.4%	1.9%	3.7%	7.4%	7.4%	1.9%	1.9%	5.6%	1.9%		3.7%	1.9%			63.0%
Total		Count	7	1	9	1	3	4	1	2	8	5	2	1	3	1	1	2	1	1	1	54
		% within Place where survey was carried	13.0%	1.9%	16.7%	1.9%	5.6%	7.4%	1.9%	3.7%	14.8%	9.3%	3.7%	1.9%	5.6%	1.9%	1.9%	3.7%	1.9%	1.9%	1.9%	100.0%
		% within Hours spent at various activities per month: Family time	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	13.0%	1.9%	16.7%	1.9%	5.6%	7.4%	1.9%	3.7%	14.8%	9.3%	3.7%	1.9%	5.6%	1.9%	1.9%	3.7%	1.9%	1.9%	1.9%	100.0%

Figure 167: Bar chart: Place where survey was carried out * Hours spent at various activities per month: Hobbies/Leisuretime/Socialising – Main Study Final Results



Hours Spent at Family Time

Data for hours spent at various activities per month for family time showed a large variation in responses for both Dublin and Silicon Valley respondents. In Dublin variance was 1911.35 and standard deviation was 43.72. The range of Dublin replies was from 0 to 160 hours per month. The largest groups of Dublin respondents (4, 11.8 per cent) reported that they spent 30, 50 and 60 hours each month on family time. 3 Dublin respondents (8.8 percent) reported spending 20 hours each month on family, while a further 3 (8.8 percent) respondents reported spending 100 hours on family. The most common range of hours reported to be spent on family time, occurred within the 10 to 60 hour period, reported by 23 (67.7 per cent) of Dublin respondents.

In Silicon Valley there was an immense variation in replies for hours spent on family time, ranging from 0 to 240 hours per month. Variance was 5011.52, and standard deviation was 70.79. The largest groups of Silicon Valley respondents (5, 25.0 per cent) reported that they spent 0 hours and 10 hours each month with family. A further 4 Silicon Valley respondents (20 per cent) reported spending 50 hours with family per month. The most common range of hours reported to be spent on family, occurred within the 0 to 10 hour period, reported by 11 (55 per cent) of Silicon Valley respondents. This compares with 67.7 per cent of Dublin respondents spending between 10 and 60 hours each month on family time. Looking at the mean, Silicon Valley's mean is 48.95, and Dublin's mean

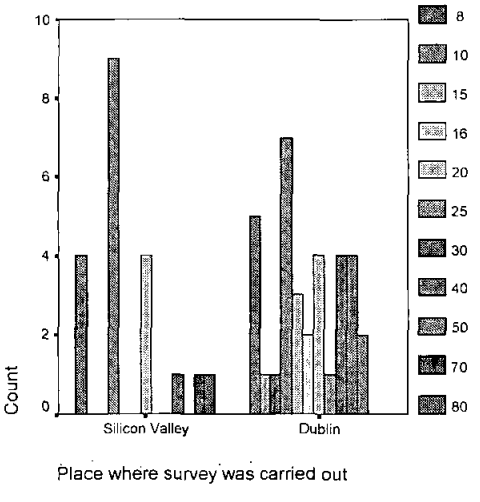
is 53.74 for time spent with family. **Results therefore indicate that Dublin respondents spend more hours with family each month than Silicon Valley respondents.**

Table 338: Place where survey was carried out * Hours spent at various activities per month: Fulfilling leisure pursuits – Main Study Final Results

Place where survey was carried out * Hours spent at various activities per month: Fulfilling leisure pursuits Crosstabulation

			Hours spent at various activities per month: Fulfilling leisure pursuits												
			0	5	8	10	15	16	20	25	30	40	50	70	80	Total
Place where su	Silicon Val	Count	4			9			4			1		1	1	20
was carried out		% within Place w survey was carri	20.0%			45.0%			20.0%			5.0%		5.0%	5.0%	100.0%
		% within Hours s at various activiti per month: Fulfill leisure pursuits	44.4%			56.3%			50.0%			20.0%		100.0%	100.0%	37.0%
		% of Total	7.4%			16.7%			7.4%			1.9%		1.9%	1.9%	37.0%
	Dublin	Count	5	1	1	7	3	2	4	1	4	4	2			34
		% within Place w survey was carri	14.7%	2.9%	2.9%	20.6%	8.8%	5.9%	11.8%	2.9%	11.8%	11.8%	5.9%			100.0%
		% within Hours s at various activiti per month: Fulfill leisure pursuits	55.6%	100.0%	100.0%	43.8%	100.0%	100.0%	50.0%	100.0%	100.0%	80.0%	100.0%			63.0%
		% of Total	9.3%	1.9%	1.9%	13.0%	5.6%	3.7%	7.4%	1.9%	7.4%	7.4%	3.7%			63.0%
Total		Count	9	1	1	16	3	2	8	1	4	5	2	1	1	54
		% within Place w survey was carri	16.7%	1.9%	1.9%	29.6%	5.6%	3.7%	14.8%	1.9%	7.4%	9.3%	3.7%	1.9%	1.9%	100.0%
		% within Hours s at various activiti per month: Fulfill leisure pursuits	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	16.7%	1.9%	1.9%	29.6%	5.6%	3.7%	14.8%	1.9%	7.4%	9.3%	3.7%	1.9%	1.9%	100.0%

Figure 168: Bar chart of Place where survey was carried out * Hours spent at various activities per month: Fulfilling leisure pursuits – Main Study Final Results



Hours Spent at Fulfilling Leisure Pursuits

For Dublin respondents, data reported for hours spent at various activities per month for fulfilling leisure pursuits was within the range 0 to 50 hours. Variance was 211.06, and standard deviation was 14.53. The largest group of Dublin respondents (7: 20.6 per cent)

reported that they spent 30 hours each month on leisure pursuits. 5 Dublin respondents (14.7 percent) reported spending 0 hours each month, while groups of 4 respondents (11.8 percent in each case) reported spending 20, 30, and 40 hours on leisure pursuits. The most common range of hours reported being spent on leisure pursuits, occurred within the 10 to 40 hour period, reported by 25 Dublin respondents (73.6 per cent).

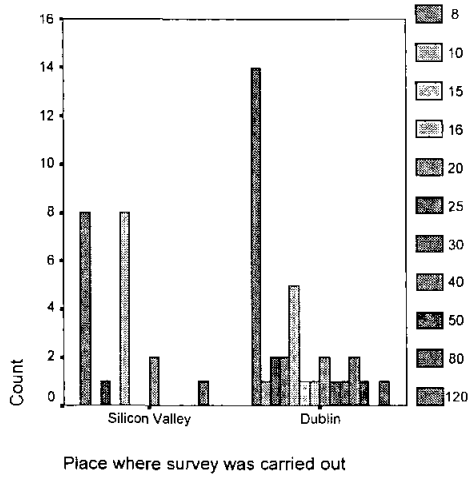
In Silicon Valley data reported for hours spent at various activities per month for fulfilling leisure pursuits was within the range 0 to 80 hours. Variance was much less than with Dublin responses at 469.47, and standard deviation was 21.67. The largest group of Silicon Valley respondents (9: 45 per cent) reported that they spent 10 hours each month on leisure pursuits. Two groups of 4 Silicon Valley respondents (20 percent) reported spending 0 and 20 hours on leisure pursuits per month. The most common range of hours reported to be spent on leisure pursuits, occurred within the 0 to 20 hour period, reported by 17 (85 per cent) of Silicon Valley respondents. This compares with 73.6 per cent of Dublin respondents spending between 10 and 40 hours each month on leisure pursuits. Looking at the mean, Silicon Valley's mean is 10 and Dublin's mean is 15.5 for time spent on leisure pursuits. **Results indicate that Dublin respondents spend more hours on leisure pursuits each month than Silicon Valley respondents.**

Table 339: Place where survey was carried out * Hours spent at various activities per month: Training or academic pursuits – Main Study Final Results

Place where survey was carried out * Hours spent at various activities per month: Training or academic pursuits Crosstabulation

			Hours spent at various activities per month: Training or academic pursuits														
			0	3	5	8	10	15	16	20	25	30	40	50	80	120	Total
Place where su	Silicon Val	Count	8		1		8			2					1		20
was carried ou		% within Place w survey was carri	40.0%		5.0%		40.0%			10.0%					5.0%		100.0%
		% within Hours s at various activit per month: Train academic pursu	36.4%		33.3%		61.5%			50.0%					100.0%		37.0%
		% of Total	14.8%		1.9%		14.8%			3.7%					1.9%		37.0%
	Dublin	Count	14	1	2	2	5	1	1	2	1	1	2	1		1	34
		% within Place w survey was carri	41.2%	2.9%	5.9%	5.9%	14.7%	2.9%	2.9%	5.9%	2.9%	2.9%	5.9%	2.9%		2.9%	100.0%
		% within Hours s at various activit per month: Train academic pursu	63.6%	100.0%	66.7%	100.0%	38.5%	100.0%	100.0%	50.0%	100.0%	100.0%	100.0%	100.0%		100.0%	63.0%
		% of Total	25.9%	1.9%	3.7%	3.7%	9.3%	1.9%	1.9%	3.7%	1.9%	1.9%	3.7%	1.9%		1.9%	63.0%
Total		Count	22	1	3	2	13	1	1	4	1	1	2	1	1	1	54
		% within Place w survey was carri	40.7%	1.9%	5.6%	3.7%	24.1%	1.9%	1.9%	7.4%	1.9%	1.9%	3.7%	1.9%	1.9%	1.9%	100.0%
		% within Hours s at various activit per month: Train academic pursu	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	40.7%	1.9%	5.6%	3.7%	24.1%	1.9%	1.9%	7.4%	1.9%	1.9%	3.7%	1.9%	1.9%	1.9%	100.0%

Figure 169: Bar chart of place where survey was carried out showing hours spent at various activities per month: Training or Academic Pursuits – Main Study Final Results



Hours Spent at Training or Academic Pursuits

For Dublin respondents, data reported for hours spent at various activities per month for training or academic pursuits was within the range 0 to 120 hours. Variance was 530.43, and standard deviation was 23.03. The largest group of Dublin respondents (14: 41.2 per cent) reported that they spent 0 hours each month on academic pursuits. 5 Dublin respondents (14.7 percent) reported spending 10 hours each month in academic pursuits. The most common range of hours reported for academic pursuits, occurred within the 0 to 10 hour period, reported by 24 Dublin respondents (70.6 per cent).

In Silicon Valley data reported for hours spent at various activities per month for training and academic pursuits was within the range 0 to 10 hours. Variance was quite low at 34.78, and standard deviation was 17.66 per cent. Two groups of Silicon Valley respondents (8: 40 per cent) reported that they spent 0 hours, and 10 hours each month on academics. The most common range of hours reported to be spent on training and academic pursuits, occurred within the 0 to 10 hour period, reported by 17 (85 per cent) of Silicon Valley respondents. Results show quite a high percentage of Dublin (41.2 percent) and Silicon Valley respondents (40 percent) reported that they spent no time on academic pursuits. 28.5 per cent of Dublin and 45 per cent of Silicon Valley respondents spent up to 10 hours on training and academic pursuits each month. Looking at the mean, Dublin's mean was 6.5, and the mean in Silicon Valley was 10. **Overall results indicate**

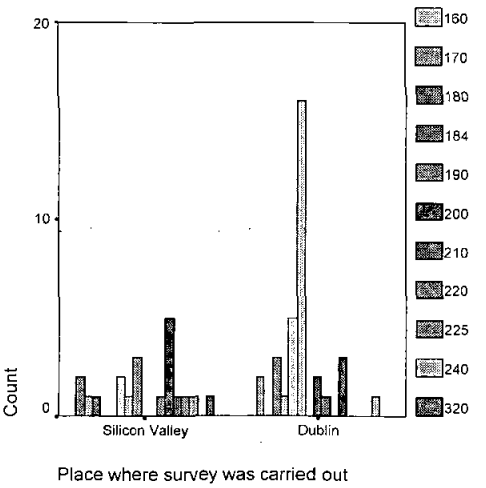
that Silicon Valley respondents tend to spend more time on training and academic pursuits than Dublin respondents.

Table 340: Place where survey was carried out * Hours spent at various activities per month: Work

Place where survey was carried out * Hours spent at various activities per month: Work Crosstabulation

			Hours spent at various activities per month: Work																
			0	100	120	140	148	150	160	170	180	184	190	200	210	220	225	240	320	Total
Place where survey was carried c	Silicon V	Count	2	1	1			2	1	3			1	5	1	1	1		1	20
		% within Place survey was ca	10.0%	5.0%	5.0%			10.0%	5.0%	15.0%			5.0%	25.0%	5.0%	5.0%	5.0%		5.0%	00.0%
		% within Hour at various acti per month: W	00.0%	33.3%	00.0%			28.6%	5.9%	00.0%			00.0%	62.5%	00.0%	00.0%	00.0%		00.0%	37.0%
		% of Total	3.7%	1.9%	1.9%			3.7%	1.9%	5.6%			1.9%	9.3%	1.9%	1.9%	1.9%		1.9%	37.0%
	Dublin	Count		2		3	1	5	16		2	1		3				1		34
		% within Place survey was ca		5.9%		8.8%	2.9%	14.7%	47.1%		5.9%	2.9%		8.8%				2.9%		00.0%
		% within Hour at various acti per month: W		66.7%		00.0%	00.0%	71.4%	94.1%		00.0%	00.0%		37.5%				00.0%		63.0%
		% of Total		3.7%		5.6%	1.9%	9.3%	29.6%		3.7%	1.9%		5.6%				1.9%		63.0%
Total		Count	2	3	1	3	1	7	17	3	2	1	1	8	1	1	1	1	1	54
		% within Place survey was ca	3.7%	5.6%	1.9%	5.6%	1.9%	13.0%	31.5%	5.6%	3.7%	1.9%	1.9%	14.8%	1.9%	1.9%	1.9%	1.9%	1.9%	00.0%
		% within Hour at various acti per month: W	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%	00.0%
		% of Total	3.7%	5.6%	1.9%	5.6%	1.9%	13.0%	31.5%	5.6%	3.7%	1.9%	1.9%	14.8%	1.9%	1.9%	1.9%	1.9%	1.9%	00.0%

Figure 170: Bar chart of place where survey was carried out showing hours spent at various activities per month: Work



Hours Spent at Work

For Dublin respondents, data reported for hours spent at work per month was within the range 100 to 240. Variance was 614.72, and standard deviation was 25.59. The largest group of Dublin respondents (16: 47.1 per cent) reported that they spent 160 hours each month at work. The most common range of hours reported for work, occurred within the 150 to 160 hour period, reported by 21 Dublin respondents (61.8 per cent). At the top

range of hours worked, 4 respondents (11.7 per cent) worked between 190 and 240 hours per month.

In Silicon Valley data reported for hours spent at work was within the range 0 to 320 hours. Variance was very high at 5290.72, and standard deviation was 72.74. Silicon Valley respondents (5: 25 per cent) reported that they spent 200 hours each month at work, while 3 Silicon Valley respondents (15 per cent) reported spending 170 hours at work. The most common range of hours reported to be spent at work, occurred within the 170 to 200 hour period, reported by 9 (45 per cent) of Silicon Valley respondents. At the top range of hours worked, 10 Silicon Valley respondents (50 per cent) worked between 190 and 320 hours per month. Looking at the mean, Dublin's mean is 160.65, whereas Silicon Valley's mean is 167.75. **Results indicate that the majority of Dublin respondents (61.8 percent) work between 150 and 160 hours per month, while the majority of Silicon Valley respondents report a higher number of hours spent working per month of between 170 and 300 (65 percent).**

Pearson Bivariate Correlations

Table 341: Total Correlation Coefficients for Time spent on various Activities for Silicon Valley and Dublin – Main Study Final Results

Correlations

		Hours spent at various activities per month: Hobbies/Leisuretime/Socialising	Hours spent at various activities per month: Family time	Hours spent at various activities per month: Fulfilling leisure pursuits	Hours spent at various activities per month: Training or academic pursuits	Hours spent at various activities per month: Work
Hours spent at various activities per month: Hobbies/Leisuretime/Socialising	Pearson Correlation	1.000	.099	.352**	-.009	-.250
	Sig. (2-tailed)	.	.477	.009	.949	.069
	N	54	54	54	54	54
Hours spent at various activities per month: Family time	Pearson Correlation	.099	1.000	-.046	-.131	-.256
	Sig. (2-tailed)	.477	.	.740	.347	.061
	N	54	54	54	54	54
Hours spent at various activities per month: Fulfilling leisure pursuits	Pearson Correlation	.352**	-.046	1.000	.120	-.106
	Sig. (2-tailed)	.009	.740	.	.387	.446
	N	54	54	54	54	54
Hours spent at various activities per month: Training or academic pursuits	Pearson Correlation	-.009	-.131	.120	1.000	.083
	Sig. (2-tailed)	.949	.347	.387	.	.549
	N	54	54	54	54	54
Hours spent at various activities per month: Work	Pearson Correlation	-.250	-.256	-.106	.083	1.000
	Sig. (2-tailed)	.069	.061	.446	.549	.
	N	54	54	54	54	54

**. Correlation is significant at the 0.01 level (2-tailed).

Table 342: Total Correlation Coefficients for Time spent on various Activities for Dublin – Main Study Final Results

Correlations

		Hours spent at various activities per month: Hobbies/Leisuretime/Socialising	Hours spent at various activities per month: Family time	Hours spent at various activities per month: Fulfilling leisure pursuits	Hours spent at various activities per month: Training or academic pursuits	Hours spent at various activities per month: Work
Hours spent at various activities per month: Hobbies/Leisuretime/Socialising	Pearson Correlation	1.000	.027	.228	-.003	-.014
	Sig. (2-tailed)	.	.880	.195	.988	.935
	N	34	34	34	34	34
Hours spent at various activities per month: Family time	Pearson Correlation	.027	1.000	.097	-.068	.142
	Sig. (2-tailed)	.880	.	.584	.704	.423
	N	34	34	34	34	34
Hours spent at various activities per month: Fulfilling leisure pursuits	Pearson Correlation	.228	.097	1.000	.278	.049
	Sig. (2-tailed)	.195	.584	.	.111	.783
	N	34	34	34	34	34
Hours spent at various activities per month: Training or academic pursuits	Pearson Correlation	-.003	-.068	.278	1.000	-.062
	Sig. (2-tailed)	.988	.704	.111	.	.730
	N	34	34	34	34	34
Hours spent at various activities per month: Work	Pearson Correlation	-.014	.142	.049	-.062	1.000
	Sig. (2-tailed)	.935	.423	.783	.730	.
	N	34	34	34	34	34

Table 343: Total Correlation Coefficients for Time spent on various Activities for Silicon Valley – Main Study Final Results

Correlations

		Hours spent at various activities per month: Hobbies/Leisuretime/Socialising	Hours spent at various activities per month: Family time	Hours spent at various activities per month: Fulfilling leisure pursuits	Hours spent at various activities per month: Training or academic pursuits	Hours spent at various activities per month: Work
Hours spent at various activities per month: Hobbies/Leisuretime/Socialising	Pearson Correlation	1.000	.235	.664**	-.075	-.605**
	Sig. (2-tailed)	.	.318	.001	.755	.005
	N	20	20	20	20	20
Hours spent at various activities per month: Family time	Pearson Correlation	.235	1.000	-.152	-.249	-.415
	Sig. (2-tailed)	.318	.	.523	.290	.069
	N	20	20	20	20	20
Hours spent at various activities per month: Fulfilling leisure pursuits	Pearson Correlation	.664**	-.152	1.000	-.109	-.173
	Sig. (2-tailed)	.001	.523	.	.648	.465
	N	20	20	20	20	20
Hours spent at various activities per month: Training or academic pursuits	Pearson Correlation	-.075	-.249	-.109	1.000	.244
	Sig. (2-tailed)	.755	.290	.648	.	.299
	N	20	20	20	20	20
Hours spent at various activities per month: Work	Pearson Correlation	-.605**	-.415	-.173	.244	1.000
	Sig. (2-tailed)	.005	.069	.465	.299	.
	N	20	20	20	20	20

**. Correlation is significant at the 0.01 level (2-tailed).

Pearson bivariate correlation (two-tailed) tables for various activities indicate the following **positive** correlations at 95 percent level of significance:

Combined Dublin and Silicon Valley table: Fulfilling leisure pursuits, and hobbies, leisuretime and socialising **(r=.352, p<.005).**

Silicon Valley table: Fulfilling leisure pursuits, and hobbies, leisuretime and socialising **(r=.664, p<.005).**

Pearson bivariate correlation (two-tailed) tables for various activities indicate the following **negative** correlations at 0.05 (95 percent) level of significance: Silicon Valley table: Hobbies and leisure, and work **(r=-.605, p<.005).**

Dublin correlations are not significant in either positive or negative direction. The Silicon Valley negative correlation shows that time spent on work is negatively related to hobbies, leisuretime and socialising.

Question 12. Please indicate which of the following needs are adequately met by your current employment, with 100% indicating needs are fully met, and 0 indicating that these needs are not met at all.

Needs Met by Current Employment	%
Financial security	
Sense of belonging	
Feeling of contributing	
Sense of achievement	

Table 344: Descriptive Statistics of Needs Met by Current Employment for Dublin Main Study Final Results

Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean	Std. Deviation	Variance
Needs met by employment: Financial security (%)	34	100	0	100	2070	60.88	26.78	717.380
Needs met by employment: Sense of belonging (%)	34	100	0	100	1815	53.38	27.32	746.546
Needs met by employment: Feeling of contributing (%)	34	100	0	100	1790	52.65	25.14	632.175
Needs met by employment: Sense of achievement (%)	34	90	0	90	1693	49.79	24.16	583.562
Valid N (listwise)	34							

Table 345: Correlations: Needs Met by Current Employment for Dublin Main Study Final Results

Correlations

		Needs met by employment: Financial security (%)	Needs met by employment: Sense of belonging (%)	Needs met by employment: Feeling of contributing (%)	Needs met by employment: Sense of achievement (%)
Needs met by employment: Financial security (%)	Pearson Correlation	1.000	.112	.145	.315
	Sig. (2-tailed)	.	.529	.414	.070
	N	34	34	34	34
Needs met by employment: Sense of belonging (%)	Pearson Correlation	.112	1.000	.785**	.628**
	Sig. (2-tailed)	.529	.	.000	.000
	N	34	34	34	34
Needs met by employment: Feeling of contributing (%)	Pearson Correlation	.145	.785**	1.000	.550**
	Sig. (2-tailed)	.414	.000	.	.001
	N	34	34	34	34
Needs met by employment: Sense of achievement (%)	Pearson Correlation	.315	.628**	.550**	1.000
	Sig. (2-tailed)	.070	.000	.001	.
	N	34	34	34	34

**. Correlation is significant at the 0.01 level (2-tailed).

Descriptive Statistics: Dublin

Dublin respondents chose financial security (mean: 60.88) as the need that is most met by current employment. This was followed by a sense of belonging (mean: 53.38), and a feeling of contributing (mean: 52.65). A sense of achievement was the need least met by current employment (mean: 49.79).

Positive Correlations: Dublin

Pearson bivariate correlation (two-tailed) tables for needs met by current employment as reported by Dublin residents indicate the following **positive** correlations:

Sense of belonging, and feeling of contributing **(r=.785, p<.005)**

Sense of belonging, and sense of achievement **(r=.628, p<.005)**

Feeling of contributing, and sense of achievement **(r=.550, p<.005)**

Table 346: Descriptive Statistics of Needs Met by Current Employment for Silicon Valley

Main Study Final Results

Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean	Std. Deviation	Variance
Needs met by employment: Financial security (%)	20	100	0	100	1390	69.50	27.48	755.000
Needs met by employment: Sense of belonging (%)	20	100	0	100	1015	50.75	28.16	792.829
Needs met by employment: Feeling of contributing (%)	20	100	0	100	1005	50.25	27.07	732.829
Needs met by employment: Sense of achievement (%)	20	100	0	100	995	49.75	25.52	651.250
Valid N (listwise)	20							

Table 347: Correlations: Needs Met by Current Employment for Silicon Valley

Main Study Final Results

Correlations

		Needs met by employment: Financial security (%)	Needs met by employment: Sense of belonging (%)	Needs met by employment: Feeling of contributing (%)	Needs met by employment: Sense of achievement (%)
Needs met by employment: Financial security (%)	Pearson Correlation	1.000	.472*	.628**	.642**
	Sig. (2-tailed)	.	.036	.003	.002
	N	20	20	20	20
Needs met by employment: Sense of belonging (%)	Pearson Correlation	.472*	1.000	.758**	.888**
	Sig. (2-tailed)	.036	.	.000	.000
	N	20	20	20	20
Needs met by employment: Feeling of contributing (%)	Pearson Correlation	.628**	.758**	1.000	.935**
	Sig. (2-tailed)	.003	.000	.	.000
	N	20	20	20	20
Needs met by employment: Sense of achievement (%)	Pearson Correlation	.642**	.888**	.935**	1.000
	Sig. (2-tailed)	.002	.000	.000	.
	N	20	20	20	20

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Descriptive Statistics: Silicon Valley

The results of needs met by current employment for Silicon Valley correspond very closely with those of Dublin respondents. Silicon Valley respondents chose financial security (mean: 69.5) as the need that is most met by current employment. This was followed by a sense of belonging (mean: 50.75), and a feeling of contributing (mean: 50.25). A sense of achievement was the need least met by current employment (mean: 49.75). The needs reported to be met by employment in Silicon Valley occur in the same

exact order as those reported to be met in Dublin, although financial security receives a higher mean in Silicon Valley (69.5) than in Dublin (60.88).

Positive Correlations: Silicon Valley

Pearson bivariate correlation (two-tailed) tables for needs met by current employment as reported by Silicon Valley residents indicate the following **positive** correlations:

Financial security, and sense of belonging **(r=.472, p<.001)**

Financial security, and feeling of contributing **(r=.628, p<.001)**

Financial security, and sense of achievement **(r=.642, p<.005)**

Sense of belonging, and feeling of contributing **(r=.758, p<.005)**

Sense of belonging, and sense of achievement **(r=.888, p<.005)**

Feeling of contributing, and sense of achievement **(r=.935, p<.005)**

Differences in Correlations between Dublin and Silicon Valley

Positive correlations were found to occur in both locations between sense of belonging and feeling of contributing, sense of belonging and send of achievement, and feeling of contributing and send of achievement.

Silicon Valley, unlike Dublin results, also showed positive correlations for financial security and sense of belonging, financial security and feeling of contributing, financial security and sense of achievement.

13.2.13.0 Question 13. On a scale of 0 to 5 (with 0 indicating no importance and 5 indicating great importance), please indicate the importance of introducing the following to your workplace. Please also indicate with an asterisk if this facility already exists in your workplace.

Facilities	0-5 Scale
Crèche facilities	
Promotion of work-life balance	
Encouragement of further academic training	
Promotion based on seniority	
Telecommuting	
Job Sharing	
Extended maternity leave	
Paternity leave	
Funded counselling	

Facilities	0-5 Scale
Unpaid leave option during family crisis	

Table 348: Frequency Statistics Dublin: Introducing various facilities to the workplace

Statistics

		Place where survey was carried out	Creche facilities (0 to 5)	Promtion of work-life balance (0 to 5)	Encouragement of further academic training (0 to 5)	Promotion based on seniority (0 to 5)	Telecommuting (0 to 5)	Job sharing (0 to 5)	Extended maternity leave (0 to 5)	Paternity leave (0 to 5)	Funded counselling (0 to 5)	Unpaid leave during family crisis (0 to 5)
N	Valid	34	34	34	34	34	34	34	34	34	34	34
	Missing	0	0	0	0	0	0	0	0	0	0	0
Mean		2.00	2.1176	3.7647	3.0588	1.8529	3.1618	2.2941	2.2647	2.6471	2.3235	3.7353
Median		2.00	2.5000	4.0000	3.5000	2.0000	3.0000	2.5000	3.0000	3.0000	3.0000	4.0000
Mode		2	.00	4.00	4.00	3.00	3.00	.00	.00	.00	3.00	4.00
Std. Deviation		.00	2.0855	1.5386	1.5752	1.4170	1.4287	1.9776	2.0347	1.8891	1.4296	1.3553
Variance		.00	4.3494	2.3672	2.4813	2.0080	2.0412	3.9109	4.1399	3.5686	2.0437	1.8369
Range		0	5.00	5.00	5.00	4.00	5.00	5.00	5.00	5.00	4.00	5.00
Minimum		2	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
Maximum		2	5.00	5.00	5.00	4.00	5.00	5.00	5.00	5.00	4.00	5.00
Sum		68	72.00	128.00	104.00	63.00	107.50	78.00	77.00	90.00	79.00	127.00

Table 349: Frequency Statistics Silicon Valley: Introducing various facilities to the workplace

Statistics

		Place where survey was carried out	Creche facilities (0 to 5)	Promtion of work-life balance (0 to 5)	Encouragement of further academic training (0 to 5)	Promotion based on seniority (0 to 5)	Telecommuting (0 to 5)	Job sharing (0 to 5)	Extended maternity leave (0 to 5)	Paternity leave (0 to 5)	Funded counselling (0 to 5)	Unpaid leave during family crisis (0 to 5)
N	Valid	20	20	20	20	20	20	20	20	20	20	20
	Missing	0	0	0	0	0	0	0	0	0	0	0
Mean		1.00	2.5500	3.3000	2.8500	1.0000	3.9000	1.7500	2.6000	2.5500	2.1000	3.6000
Median		1.00	3.0000	3.0000	3.0000	.5000	4.0000	2.0000	2.5000	3.0000	2.0000	4.0000
Mode		1	1.00[a]	3.00	2.00	.00	3.00	.00[a]	1.00[a]	3.00[a]	.00[a]	4.00
Std. Deviation		.00	1.6051	1.2183	1.1821	1.2140	.8522	1.4096	1.6351	1.4318	1.6512	.7539
Variance		.00	2.5763	1.4842	1.3974	1.4737	.7263	1.9868	2.6737	2.0500	2.7263	.5684
Range		0	5.00	4.00	4.00	3.00	2.00	4.00	5.00	5.00	5.00	3.00
Minimum		1	.00	1.00	1.00	.00	3.00	.00	.00	.00	.00	2.00
Maximum		1	5.00	5.00	5.00	3.00	5.00	4.00	5.00	5.00	5.00	5.00
Sum		20	51.00	66.00	57.00	20.00	78.00	35.00	52.00	51.00	42.00	72.00

a. Multiple modes exist. The smallest value is shown

Scale Used to Rate Importance of Introducing Various Policies to the Workplace

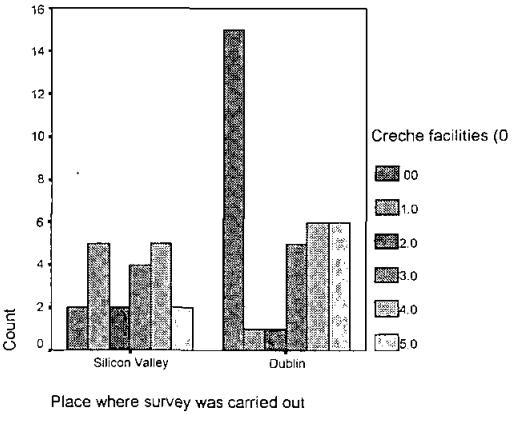
The scale used to rate the importance of introducing various policies to the workplace was from 0 to 5, where 0 indicated that the employee surveyed thought the policy to be of no importance, while a rating of 5 indicated that the employee thought the policy was of great importance. A rating of between 1 and 2 indicates a level of low importance; a rating of 3 indicates average importance; a rating of 4 indicates a level of high importance.

Table 350: Crosstabulation: Creche Facilities – Main Study Final Results

Place where survey was carried out * Creche facilities (0 to 5) Crosstabulation

			Creche facilities (0 to 5)						
			.00	1.00	2.00	3.00	4.00	5.00	Total
Place where survey was carried out	Silicon Valley	Count	2	5	2	4	5	2	20
		% within Place where survey was carried out	10.0%	25.0%	10.0%	20.0%	25.0%	10.0%	100.0%
		% within Creche facilities (0 to 5)	11.8%	83.3%	66.7%	44.4%	45.5%	25.0%	37.0%
		% of Total	3.7%	9.3%	3.7%	7.4%	9.3%	3.7%	37.0%
	Dublin	Count	15	1	1	5	6	6	34
		% within Place where survey was carried out	44.1%	2.9%	2.9%	14.7%	17.6%	17.6%	100.0%
		% within Creche facilities (0 to 5)	88.2%	16.7%	33.3%	55.6%	54.5%	75.0%	63.0%
		% of Total	27.8%	1.9%	1.9%	9.3%	11.1%	11.1%	63.0%
Total		Count	17	6	3	9	11	8	54
		% within Place where survey was carried out	31.5%	11.1%	5.6%	16.7%	20.4%	14.8%	100.0%
		% within Creche facilities (0 to 5)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	31.5%	11.1%	5.6%	16.7%	20.4%	14.8%	100.0%

Figure 171: Histogram: Importance of introducing crèche facilities – Main Study Final Results



Importance of Introducing Creche Facilities

The importance of introducing crèche facilities to the work place received a large variety of responses (variance: 4.349) from Dublin respondents, with most responses occurring at the extremities of the rating. A rating of 0 (no importance) was given by 15 respondents (44.1 percent). A rating of 1 or 2 (low importance) was given by 2 respondents (5.8 percent). A rating of 3 (average) was given by 5 respondents (14.7 percent), while a rating of 4 (high importance) was given by 6 respondents (17.6 percent). A rating of 6 (great importance) was given by 6 respondents (17.6 percent). Overall, the level of importance of introducing crèche facilities as reported by Dublin respondents was found to be low (mean: 2.117; median: 2.5).

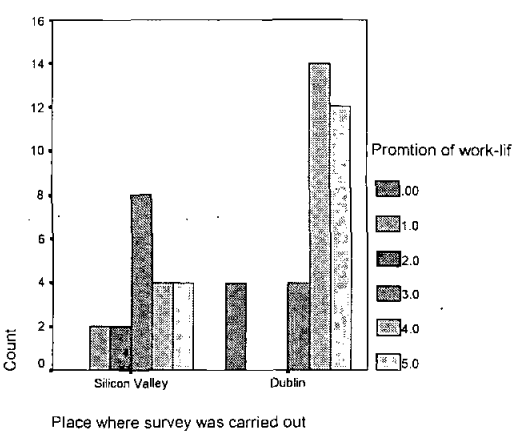
Silicon Valley respondents also reported a large variety of responses to the question on the importance of introducing crèche facilities to the work place (variance: 2.57). A rating of 0 (no importance) was given by 2 respondents (10 percent). A rating of 1 or 2 (low importance) was given by 7 respondents (35 percent). A rating of 3 (average) was given by 4 respondents (20 percent), while a rating of 4 (high importance) was given by 5 respondents (25 percent). A rating of 5 (great importance) was given by 2 respondents (10 percent). Overall, the level of importance of introducing crèche facilities as reported by Silicon Valley respondents was found to be of average importance (mean: 2.55; median: 3). **Compared to Dublin respondents who considered the introduction of crèche facilities to be of low importance, Silicon Valley respondents considered this policy to be of average importance.**

Table 351: Crosstabulation: Promotion of Work-Life Balance – Main Study Final Results

Place where survey was carried out * Promtion of work-life balance (0 to 5) Crosstabulation

			Promtion of work-life balance (0 to 5)						
			.00	1.00	2.00	3.00	4.00	5.00	Total
Place where survey was carried out	Silicon Valley	Count		2	2	8	4	4	20
		% within Place where survey was carried out		10.0%	10.0%	40.0%	20.0%	20.0%	100.0%
		% within Promtion of work-life balance (0 to 5)		100.0%	100.0%	66.7%	22.2%	25.0%	37.0%
		% of Total		3.7%	3.7%	14.8%	7.4%	7.4%	37.0%
	Dublin	Count	4			4	14	12	34
		% within Place where survey was carried out	11.8%			11.8%	41.2%	35.3%	100.0%
		% within Promtion of work-life balance (0 to 5)	100.0%			33.3%	77.8%	75.0%	63.0%
		% of Total	7.4%			7.4%	25.9%	22.2%	63.0%
Total		Count	4	2	2	12	18	16	54
		% within Place where survey was carried out	7.4%	3.7%	3.7%	22.2%	33.3%	29.6%	100.0%
		% within Promtion of work-life balance (0 to 5)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	7.4%	3.7%	3.7%	22.2%	33.3%	29.6%	100.0%

Figure 172: Histogram: Promotion of work-life balance – Main Study Final Results



Importance of Introducing Work-Life Balance

The importance of introducing work-life balance received the following from Dublin respondents: A rating of 0 (no importance) was given by 4 respondents (11.8 percent). A rating of 3 (average) was given by 4 respondents (11.8 percent), while a rating of 4 (high importance) was given by 14 respondents (41.2 percent). A rating of 5 (great importance) was given by 12 respondents (35.3 percent). Overall, the level of importance of introducing work-life balance facilities as reported by Dublin respondents was found to be average to high importance (mean: 3.7647; median: 4.0).

Silicon Valley respondents reported the following responses to the question on the importance of introducing work-life balance to the work place. A rating of 1 or 2 (low importance) was given by 4 respondents (20 percent). A rating of 3 (average) was given by 8 respondents (40 percent), while a rating of 4 (high importance) was given by 4 respondents (20 percent). A rating of 5 (great importance) was given by 4 respondents (20 percent). Overall, the level of importance of introducing work-life balance as reported by Silicon Valley respondents was found to be average (mean: 3.3; median: 3). **Compared to Dublin respondents who considered the introduction of work-life balance policies to be of average to high importance, Silicon Valley respondents considered it to be of average importance.**

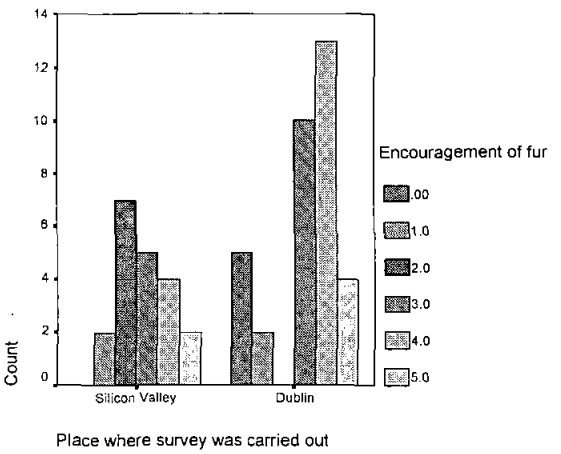
Table 352: Crosstabulation: Encouragement of Further Academic Training

Main Study Final Results

Place where survey was carried out * Encouragement of further academic training (0 to 5) Crosstabulation

			Encouragement of further academic training (0 to 5)						
			.00	1.00	2.00	3.00	4.00	5.00	Total
Place where survey was carried out	Silicon Valley	Count		2	7	5	4	2	20
		% within Place where survey was carried out		10.0%	35.0%	25.0%	20.0%	10.0%	100.0%
		% within Encouragement of further academic training (0 to 5)		50.0%	100.0%	33.3%	23.5%	33.3%	37.0%
		% of Total		3.7%	13.0%	9.3%	7.4%	3.7%	37.0%
	Dublin	Count	5	2		10	13	4	34
		% within Place where survey was carried out	14.7%	5.9%		29.4%	38.2%	11.8%	100.0%
		% within Encouragement of further academic training (0 to 5)	100.0%	50.0%		66.7%	76.5%	66.7%	63.0%
		% of Total	9.3%	3.7%		18.5%	24.1%	7.4%	63.0%
Total		Count	5	4	7	15	17	6	54
		% within Place where survey was carried out	9.3%	7.4%	13.0%	27.8%	31.5%	11.1%	100.0%
		% within Encouragement of further academic training (0 to 5)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	9.3%	7.4%	13.0%	27.8%	31.5%	11.1%	100.0%

Figure 173: Histogram: Encouragement of further academic training – Main Study Final Results



Importance of Encouraging Academic Training

The importance of encouraging academic training in the work place received the following responses from Dublin respondents: A rating of 0 was given by 5 respondents (14.7 percent). A rating of 1 or 2 (low importance) was given by 2 respondents (5.9 percent). A rating of 3 (average) was given by 10 respondents (29.4 percent), while a rating of 4 (high importance) was given by 13 respondents (38.2 percent). A rating of 5 (great importance) was given by 4 respondents (11.8 percent). Overall, the level of importance of encouraging academic training as reported by Dublin respondents was found to be average (mean: 3.058; median: 3.5).

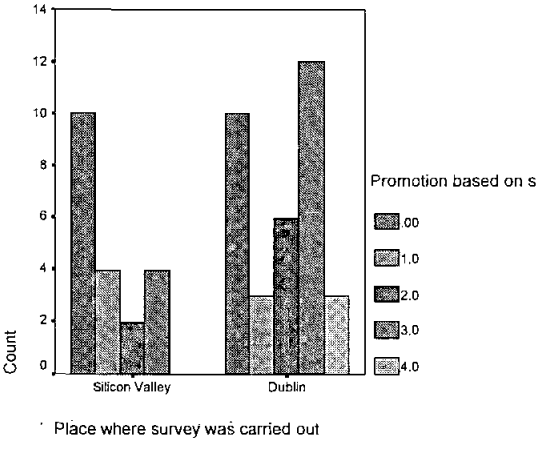
Silicon Valley respondents gave a rating of 1 or 2 (low importance) by 9 respondents (45 percent). A rating of 3 (average) was given by 5 respondents (25 percent), while a rating of 4 (high importance) was given by 4 respondents (20 percent). A rating of 5 (great importance) was given by 2 respondents (10 percent). Overall, the level of importance of introducing academic training as reported by Silicon Valley respondents was found to be low to average (mean: 2.85; median: 3). **Overall, Dublin considered the importance of introducing academic training into the workplace to be of average importance, while Silicon Valley respondents considered the importance of introducing academic training to warrant a low to average rating.**

Table 353: Crosstabulation: Promotion Based on Seniority – Main Study Final Results

Place where survey was carried out * Promotion based on seniority (0 to 5) Crosstabulation

			Promotion based on seniority (0 to 5)					
			.00	1.00	2.00	3.00	4.00	Total
Place where survey was carried out	Silicon Valley	Count	10	4	2	4		20
		% within Place where survey was carried out	50.0%	20.0%	10.0%	20.0%		100.0%
		% within Promotion based on seniority (0 to 5)	50.0%	57.1%	25.0%	25.0%		37.0%
		% of Total	18.5%	7.4%	3.7%	7.4%		37.0%
	Dublin	Count	10	3	6	12	3	34
		% within Place where survey was carried out	29.4%	8.8%	17.6%	35.3%	8.8%	100.0%
		% within Promotion based on seniority (0 to 5)	50.0%	42.9%	75.0%	75.0%	100.0%	63.0%
		% of Total	18.5%	5.6%	11.1%	22.2%	5.6%	63.0%
Total		Count	20	7	8	16	3	54
		% within Place where survey was carried out	37.0%	13.0%	14.8%	29.6%	5.6%	100.0%
		% within Promotion based on seniority (0 to 5)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	37.0%	13.0%	14.8%	29.6%	5.6%	100.0%

Figure 174: Histogram: Promotion Based on Seniority – Main Study Final Results



Importance of Promotion on the Basis of Seniority

The importance of introducing promotion based on seniority to the work place received the following responses by Dublin respondents. A rating of 0 no importance) was given by 10 respondents (29.4 percent). A rating of 1 or 2 (low importance) was given by 9 respondents (26.4 percent). A rating of 3 (average) was given by 12 respondents (35.3 percent), while a rating of 4 (high importance) was given by 3 respondents (8.8). Overall, the level of importance of introducing promotion based on seniority as reported by Dublin respondents was found to be low (mean: 1.85; median: 2).

Silicon Valley respondents reported the following responses as to the importance of introducing promotion based on seniority to the work place. A rating of 0 (no

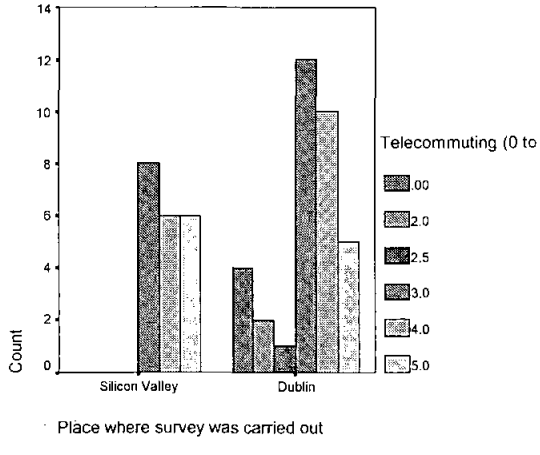
importance) was given by 10 respondents (50 percent). A rating of 1 or 2 (low importance) was given by 6 respondents (30 percent). A rating of 3 (average) was given by 4 respondents (20 percent). Overall, the level of importance of introducing promotion based on seniority as reported by Silicon Valley respondents was found to be low (mean: 1; median: .5). **Both Dublin and Silicon Valley respondents considered the importance of introducing promotion based on seniority to be low.**

Table 354: Crosstabulation: Telecommuting– Main Study Final Results

Place where survey was carried out * Telecommuting (0 to 5) Crosstabulation

			Telecommuting (0 to 5)						
			.00	2.00	2.50	3.00	4.00	5.00	Total
Place where survey was carried out	Silicon Valley	Count				8	6	6	20
		% within Place where survey was carried out				40.0%	30.0%	30.0%	100.0%
		% within Telecommuting (0 to 5)				40.0%	37.5%	54.5%	37.0%
		% of Total				14.8%	11.1%	11.1%	37.0%
	Dublin	Count	4	2	1	12	10	5	34
		% within Place where survey was carried out	11.8%	5.9%	2.9%	35.3%	29.4%	14.7%	100.0%
		% within Telecommuting (0 to 5)	100.0%	100.0%	100.0%	60.0%	62.5%	45.5%	63.0%
		% of Total	7.4%	3.7%	1.9%	22.2%	18.5%	9.3%	63.0%
Total		Count	4	2	1	20	16	11	54
		% within Place where survey was carried out	7.4%	3.7%	1.9%	37.0%	29.6%	20.4%	100.0%
		% within Telecommuting (0 to 5)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	7.4%	3.7%	1.9%	37.0%	29.6%	20.4%	100.0%

Figure 175: Histogram: Telecommuting– Main Study Final Results



Importance of Introducing Telecommuting

The importance of introducing telecommuting to the work place received the following responses from Dublin respondents. A rating of 0 (no importance) was given by 4 respondents (11.8 percent). A rating of 1 and < 3 (low importance) was given by 3 respondents (8.8 percent). A rating of 3 (average) was given by 12 respondents (35.3 percent), while a rating of 4 (high importance) was given by 14.7 respondents (29.4 percent). A rating of 5 (great importance) was given by 5 respondents (14.7 percent). Overall, the level of importance of introducing telecommuting as reported by Dublin respondents was found to be average (mean: 3.16; median: 3).

Silicon Valley respondents reported the following responses as to the importance of introducing telecommuting to the work place. A rating of 3 (average) was given by 8 respondents (40 percent), while a rating of 4 (high importance) was given by 6 respondents (30 percent). A rating of 5 (great importance) was given by 6 respondents (30 percent). Overall, the level of importance of introducing telecommuting as reported by Silicon Valley respondents was found to be high (mean: 3.9; median: 4). **Compared to Dublin respondents who considered the introduction of telecommuting to be of average importance, Silicon Valley respondents considered this policy to be of high importance.**

Table 355: Crosstabulations: Job Sharing – Main Study Final Results

Place where survey was carried out * Job sharing (0 to 5) Crosstabulation

			Job sharing (0 to 5)						
			.00	1.00	2.00	3.00	4.00	5.00	Total
Place where survey was carried out	Silicon Valley	Count	7		5	7	1		20
		% within Place where survey was carried out	35.0%		25.0%	35.0%	5.0%		100.0%
		% within Job sharing (0 to 5)	38.9%		62.5%	53.8%	20.0%		37.0%
		% of Total	13.0%		9.3%	13.0%	1.9%		37.0%
	Dublin	Count	11	3	3	6	4	7	34
		% within Place where survey was carried out	32.4%	8.8%	8.8%	17.6%	11.8%	20.6%	100.0%
		% within Job sharing (0 to 5)	61.1%	100.0%	37.5%	46.2%	80.0%	100.0%	63.0%
		% of Total	20.4%	5.6%	5.6%	11.1%	7.4%	13.0%	63.0%
Total		Count	18	3	8	13	5	7	54
		% within Place where survey was carried out	33.3%	5.6%	14.8%	24.1%	9.3%	13.0%	100.0%
		% within Job sharing (0 to 5)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	33.3%	5.6%	14.8%	24.1%	9.3%	13.0%	100.0%

Figure 176: Histogram: Job Sharing– Main Study Final Results

Importance of Introducing Job Sharing

The importance of introducing job sharing to the workplace received the following Dublin responses. A rating of 0 (no importance) was given by 11 respondents (32.4 percent). A rating of 1 or 2 (low importance) was given by 6 respondents (17.6 percent). A rating of 3 (average) was given by 6 respondents (17.6 percent), while a rating of 4 (high importance) was given by 4 respondents (11.8 percent). A rating of 5 (great importance) was given by 7 respondents (20.6 percent). Overall, the level of importance of introducing job sharing as reported by Dublin respondents was found to be low (mean: 2.29; median: 2.5).

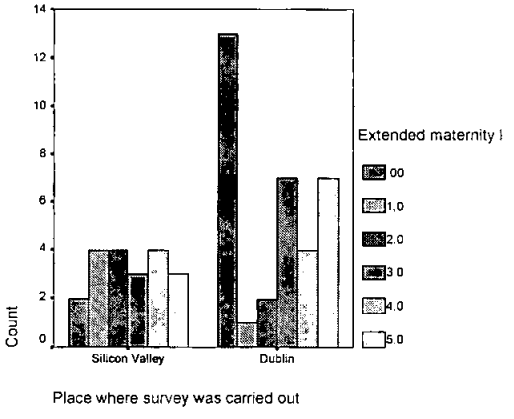
Silicon Valley respondents reported the following responses to the question of the importance of introducing job sharing to the workplace. A rating of 0 (no importance) was given by 7 respondents (35 percent). A rating of 1 or 2 (low importance) was given by 5 respondents (25 percent). A rating of 3 (average) was given by 7 respondents (35 percent), while a rating of 4 (high importance) was given by 1 respondents (5 percent). **Overall, the level of importance of introducing job sharing as reported by Silicon Valley respondents was found to be low to average (mean: 1.75; median: 2). Both Dublin and Silicon Valley respondents considered the importance of job sharing to be low.**

Table 356: Crosstabulation: Extended Maternity Leave – Main Study Final Results

Place where survey was carried out * Extended maternity leave (0 to 5) Crosstabulation

			Extended maternity leave (0 to 5)						
			.00	1.00	2.00	3.00	4.00	5.00	Total
Place where survey was carried out	Silicon Valley	Count	2	4	4	3	4	3	20
		% within Place where survey was carried out	10.0%	20.0%	20.0%	15.0%	20.0%	15.0%	100.0%
		% within Extended maternity leave (0 to 5)	13.3%	80.0%	66.7%	30.0%	50.0%	30.0%	37.0%
		% of Total	3.7%	7.4%	7.4%	5.6%	7.4%	5.6%	37.0%
	Dublin	Count	13	1	2	7	4	7	34
		% within Place where survey was carried out	38.2%	2.9%	5.9%	20.6%	11.8%	20.6%	100.0%
		% within Extended maternity leave (0 to 5)	86.7%	20.0%	33.3%	70.0%	50.0%	70.0%	63.0%
		% of Total	24.1%	1.9%	3.7%	13.0%	7.4%	13.0%	63.0%
Total		Count	15	5	6	10	8	10	54
		% within Place where survey was carried out	27.8%	9.3%	11.1%	18.5%	14.8%	18.5%	100.0%
		% within Extended maternity leave (0 to 5)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	27.8%	9.3%	11.1%	18.5%	14.8%	18.5%	100.0%

Figure 177: Histogram: Extended Maternity Leave – Main Study Final Results



Importance of Introducing Extended Maternity Leave

The importance of introducing extended maternity leave to the workplace received the following responses from Dublin respondents. A rating of 0 (no importance) was given by 13 respondents (38.2 percent). A rating of 1 or 2 (low importance) was given by 3 respondents (8.8 percent). A rating of 3 (average) was given by 7 respondents (20.6 percent), while a rating of 4 (high importance) was given by 4 respondents (11.8 percent). A rating of 5 (great importance) has given by 7 respondents (20.6 percent). Overall, the level of importance of introducing extended maternity leave as reported by Dublin respondents was found to be low (mean: 2.26; median: 3).

Silicon Valley respondents reported the following responses as to the importance of introducing extended maternity leave to the workplace. A rating of 0 was given by 2

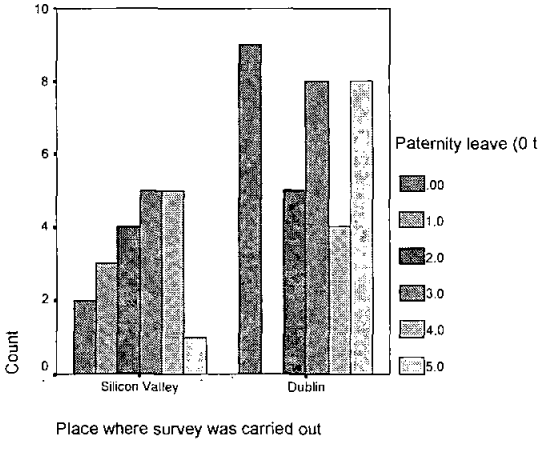
respondents (10 percent), while a rating of 1 or 2 (low importance) was given by 8 respondents (40 percent). A rating of 3 (average) was given by 3 respondents (15 percent), while a rating of 4 (high importance) was given by 4 respondents (20 percent). A rating of 5 (great importance) was given by 7 respondents (20.6 percent). **Overall, the level of importance of introducing extended maternity leave as reported by Silicon Valley respondents was found to be low (mean: 2.6; median: 2.5). Both Dublin and Silicon Valley respondents considered the importance of extended maternity leave to be low.**

Table 357: Crosstabulations: Paternity Leave – Main Study Final Results

Place where survey was carried out * Paternity leave (0 to 5) Crosstabulation

			Paternity leave (0 to 5)						
			.00	1.00	2.00	3.00	4.00	5.00	Total
Place where survey was carried out	Silicon Valley	Count	2	3	4	5	5	1	20
		% within Place where survey was carried out	10.0%	15.0%	20.0%	25.0%	25.0%	5.0%	100.0%
		% within Paternity leave (0 to 5)	18.2%	100.0%	44.4%	38.5%	55.6%	11.1%	37.0%
		% of Total	3.7%	5.6%	7.4%	9.3%	9.3%	1.9%	37.0%
	Dublin	Count	9		5	8	4	8	34
		% within Place where survey was carried out	26.5%		14.7%	23.5%	11.8%	23.5%	100.0%
		% within Paternity leave (0 to 5)	81.8%		55.6%	61.5%	44.4%	88.9%	63.0%
		% of Total	16.7%		9.3%	14.8%	7.4%	14.8%	63.0%
Total		Count	11	3	9	13	9	9	54
		% within Place where survey was carried out	20.4%	5.6%	16.7%	24.1%	16.7%	16.7%	100.0%
		% within Paternity leave (0 to 5)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	20.4%	5.6%	16.7%	24.1%	16.7%	16.7%	100.0%

Figure 178: Histogram: Paternity Leave – Main Study Final Results



Importance of Introducing Paternity Leave

The importance of introducing paternity leave to the work place received the following responses from Dublin employees surveyed. A rating of 0 (no importance) was given by 9 respondents (26.5 percent). A rating of 1 or 2 (low importance) was given by 5 respondents (14.7 percent). A rating of 3 (average) was given by 8 respondents (23.5 percent), while a rating of 4 (high importance) was given by 4 respondents (11.8 percent). A rating of 5 (great importance) was given by 8 respondents (23.5 percent). Overall, the level of importance of introducing paternity leave as reported by Dublin respondents was found to be low to average (mean: 2.6; median: 3).

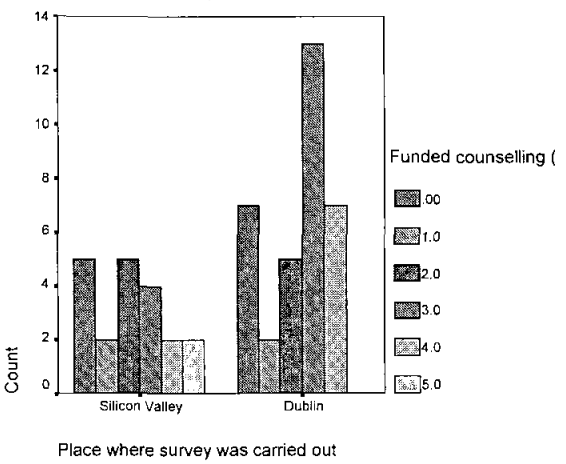
Silicon Valley respondents reported the following responses on the importance of introducing paternity leave to the work place. A rating of 0 was reported by 2 respondents (10 percent), while a rating of 1 or 2 (low importance) was given by 7 respondents (35 percent). A rating of 3 (average) was given by 5 respondents (25 percent), while a rating of 4 (high importance) was given by 5 respondents (25 percent). A rating of 5 (great importance) was given by 1 respondent (5 percent). Overall, the level of importance of introducing paternity leave as reported by Silicon Valley respondents was found to be low to average (mean: 2.55; median: 2.3). **Compared to Dublin respondents who considered the introduction of paternity leave to be of low to average importance, Silicon Valley respondents considered it to be of low importance.**

Table 358: Crosstabulation: Funded Counselling: - Main Study Final Results

Place where survey was carried out * Funded counselling (0 to 5) Crosstabulation

			Funded counselling (0 to 5)						
			.00	1.00	2.00	3.00	4.00	5.00	Total
Place where survey was carried out	Silicon Valley	Count	5	2	5	4	2	2	20
		% within Place where survey was carried out	25.0%	10.0%	25.0%	20.0%	10.0%	10.0%	100.0%
		% within Funded counselling (0 to 5)	41.7%	50.0%	50.0%	23.5%	22.2%	100.0%	37.0%
		% of Total	9.3%	3.7%	9.3%	7.4%	3.7%	3.7%	37.0%
	Dublin	Count	7	2	5	13	7		34
		% within Place where survey was carried out	20.6%	5.9%	14.7%	38.2%	20.6%		100.0%
		% within Funded counselling (0 to 5)	58.3%	50.0%	50.0%	76.5%	77.8%		63.0%
		% of Total	13.0%	3.7%	9.3%	24.1%	13.0%		63.0%
Total		Count	12	4	10	17	9	2	54
		% within Place where survey was carried out	22.2%	7.4%	18.5%	31.5%	16.7%	3.7%	100.0%
		% within Funded counselling (0 to 5)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	22.2%	7.4%	18.5%	31.5%	16.7%	3.7%	100.0%

Figure 179: Histogram: Funded Counselling: - Main Study Final Results



Importance of Introducing Funded Counselling

The importance of introducing funded counselling to the work place received the following responses from Dublin employees surveyed. A rating of 0 (no importance) was given by 7 respondents (20.6 percent). A rating of 1 or 2 (low importance) was given by 7 respondents (20.6 percent). A rating of 3 (average) was given by 13 respondents (38.2 percent), while a rating of 4 (high importance) was given by 7 respondents (20.6 percent). Overall, the level of importance of introducing funded counselling as reported by Dublin respondents was found to be low to average (mean: 2.32; median: 3).

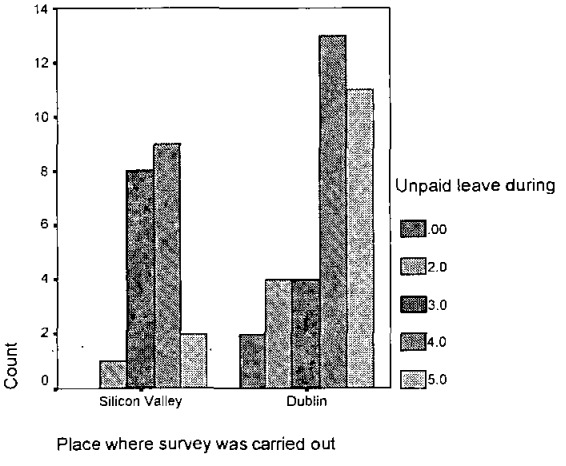
Silicon Valley respondents reported the following responses to the question on the importance of introducing funded counselling to the work place. A rating of 0 (no importance) was given by 5 respondents (25 percent). A rating of 1 or 2 (low importance) was given by 7 respondents (35 percent). A rating of 3 (average) was given by 4 respondents (20 percent), while a rating of 4 (high importance) was given by 2 respondent (10 percent). A rating of 5 (great importance) was given by 2 respondents (10 percent). **Overall, the level of importance of introducing funded counselling as reported by Silicon Valley respondents was found to be low (mean: 2.1; median: 2). Silicon Valley respondents considered the importance of introducing funded counselling to the workplace to be low, while Dublin respondents considered the importance of introducing funded counselling to be low to average.**

Table 359: Crosstabulation: Unpaid Leave During Family Crisis – Main Study Final Results

Place where survey was carried out * Unpaid leave during family crisis (0 to 5) Crosstabulation

			Unpaid leave during family crisis (0 to 5)					
			.00	2.00	3.00	4.00	5.00	Total
Place where survey was carried out	Silicon Valley	Count		1	8	9	2	20
		% within Place where survey was carried out		5.0%	40.0%	45.0%	10.0%	100.0%
		% within Unpaid leave during family crisis (0 to 5)		20.0%	66.7%	40.9%	15.4%	37.0%
		% of Total		1.9%	14.8%	16.7%	3.7%	37.0%
	Dublin	Count	2	4	4	13	11	34
		% within Place where survey was carried out	5.9%	11.8%	11.8%	38.2%	32.4%	100.0%
		% within Unpaid leave during family crisis (0 to 5)	100.0%	80.0%	33.3%	59.1%	84.6%	63.0%
		% of Total	3.7%	7.4%	7.4%	24.1%	20.4%	63.0%
Total		Count	2	5	12	22	13	54
		% within Place where survey was carried out	3.7%	9.3%	22.2%	40.7%	24.1%	100.0%
		% within Unpaid leave during family crisis (0 to 5)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	3.7%	9.3%	22.2%	40.7%	24.1%	100.0%

Figure 180: Histogram: Unpaid Leave During Family Crisis – Main Study Final Results



Importance of Unpaid Leave During Family Crisis

The importance of introducing unpaid leave during crisis to the work place received the following responses from Dublin employees surveyed. A rating of 0 (no importance) was given by 2 respondents (5.9 percent). A rating of 1 or 2 (low importance) was given by 4 respondents (11.8 percent), while a rating of 3 (average importance) was given by 4 (11.8 per cent) respondents. A rating of 4 (high importance) was given by 13 respondents (38.2 percent). A rating of 5 (great importance) was given by 11 respondents (32.4 percent).

Overall, the level of importance of introducing unpaid leave during crisis as reported by Dublin respondents was found to be high (mean: 3.735; median: 4).

Silicon Valley respondents reported the following responses to the question on the importance of introducing unpaid leave during crisis to the work place. A rating of 1 or 2 (low importance) was given by 1 respondents (5 percent). A rating of 3 (average) was given by 8 respondents (40 percent), while a rating of 4 (high importance) was given by 9 respondents (45 percent). A rating of 5 (great importance) was given by 2 respondents (10 percent). **Overall, the level of importance of introducing unpaid leave during crisis as reported by Silicon Valley respondents was found to be high (mean: 3.6; median: 4). Both Dublin and Silicon Valley respondents considered the importance of introducing unpaid leave during crisis to the workplace to be high.**

Question 14. Who would represent you if there were a problem at work?

Table 360: Crosstabulations for Representation at Work – Main Study Results

Place where survey was carried out * Indicate work representative if a problem arose at work Crosstabulation

			Indicate work representative if a problem arose at work							
			Self	Human Resources	Manager/Supervisor	Attorney/Solicitor	Union	I don't know	No Response	Total
Place where survey was carried out	Silicon Valley	Count	14	2	2	1			1	20
		% within Place where survey was carried ou	70.0%	10.0%	10.0%	5.0%			5.0%	100.0%
		% within Indicate work representative if a problem arose at wor	56.0%	100.0%	33.3%	100.0%			16.7%	37.0%
		% of Total	25.9%	3.7%	3.7%	1.9%			1.9%	37.0%
	Dublin	Count	11		4		7	7	5	34
		% within Place where survey was carried ou	32.4%		11.8%		20.6%	20.6%	14.7%	100.0%
		% within Indicate work representative if a problem arose at wor	44.0%		66.7%		100.0%	100.0%	83.3%	63.0%
		% of Total	20.4%		7.4%		13.0%	13.0%	9.3%	63.0%
Total		Count	25	2	6	1	7	7	6	54
		% within Place where survey was carried ou	46.3%	3.7%	11.1%	1.9%	13.0%	13.0%	11.1%	100.0%
		% within Indicate work representative if a problem arose at wor	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	46.3%	3.7%	11.1%	1.9%	13.0%	13.0%	11.1%	100.0%

Figure 181: Histogram for Representation at Work – Main Study Final Results

Responses to the question of representation if there was a problem at work varied greatly between both locations, although the majority in both cases favoured self-representation. 11 Dublin respondents (32.4 percent) reported that they would represent themselves, while 7 respondents (20.6 percent) stated that a union would represent them, 4 Dublin respondents (11.8 percent) reported that a manager/supervisor would represent them, 5 Dublin employees surveyed (14.7 percent) did not respond, and 7 respondents (20.6 percent) stated that they did not know who would represent them.

14 Silicon Valley respondents (70 percent) reported that they would represent themselves, 2 Silicon Valley respondents (10 percent) reported that human resources would represent them, 2 respondent (10 percent) stated that a manager/supervisor would represent them, while 1 respondent (5 percent) stated that an attorney would represent them. 1 Silicon Valley employee surveyed (5 percent) did not respond.

Overall the majority of both Dublin (32.4 percent) and Silicon Valley (70 percent) respondents reported that they would represent themselves if a problem developed at

work. Dublin respondents however were more likely to be represented by a union (20.6 percent), or by managers and supervisors (11.8 percent) than were Silicon Valley respondents. Silicon Valley respondents were more likely to be represented by human resources (10 percent) or by an attorney (5 percent) than were Dublin respondents.

Question 15. Please tick which of the following best describes your work environment, with strongly agree indicating a strong agreement with the values listed, and strongly disagree indicating a strong disagreement with the value listed

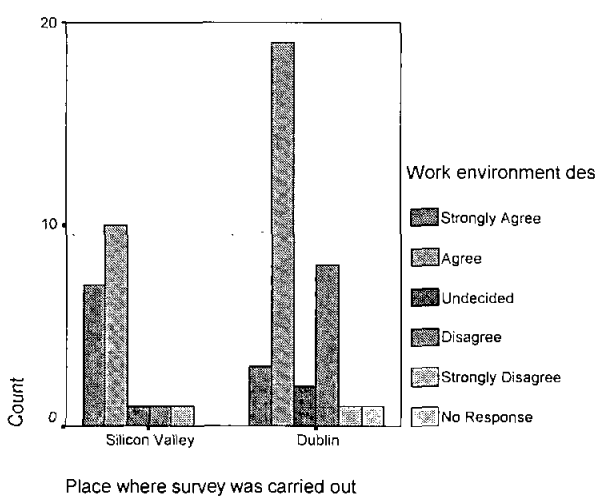
Work Environment	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
Stressful	☐	☐	☐	☐	☐
Relaxed	☐	☐	☐	☐	☐
Team-orientated	☐	☐	☐	☐	☐
Competitive	☐	☐	☐	☐	☐
Good core values	☐	☐	☐	☐	☐
Promotes creativity	☐	☐	☐	☐	☐
Authoritative	☐	☐	☐	☐	☐
Pressurised	☐	☐	☐	☐	☐
Promotes work-life balance	☐	☐	☐	☐	☐
Critical	☐	☐	☐	☐	☐
Supportive	☐	☐	☐	☐	☐
Flexible	☐	☐	☐	☐	☐
People-orientated	☐	☐	☐	☐	☐
Appreciative	☐	☐	☐	☐	☐

Table 361. *Crosstabulation*: Stressful – Main Study Final Results

Place where survey was carried out * Work environment description: Stressful (strongly agree to strongly disagree scale) Crosstabulation

			Work environment description: Stressful (strongly agree to strongly disagree scale)						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count	7	10	1	1	1		20
		% within Place where survey was carried out	35.0%	50.0%	5.0%	5.0%	5.0%		100.0%
		% within Work environment description: Stressful (strongly agree to strongly disagree scale)	70.0%	34.5%	33.3%	11.1%	50.0%		37.0%
		% of Total	13.0%	18.5%	1.9%	1.9%	1.9%		37.0%
	Dublin	Count	3	19	2	8	1	1	34
		% within Place where survey was carried out	8.8%	55.9%	5.9%	23.5%	2.9%	2.9%	100.0%
		% within Work environment description: Stressful (strongly agree to strongly disagree scale)	30.0%	65.5%	66.7%	88.9%	50.0%	100.0%	63.0%
		% of Total	5.6%	35.2%	3.7%	14.8%	1.9%	1.9%	63.0%
Total		Count	10	29	3	9	2	1	54
		% within Place where survey was carried out	18.5%	53.7%	5.6%	16.7%	3.7%	1.9%	100.0%
		% within Work environment description: Stressful (strongly agree to strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	18.5%	53.7%	5.6%	16.7%	3.7%	1.9%	100.0%

Figure 182. Histogram: Stressful – Main Study Final Results



Work Environment: Stressful

A majority of Dublin respondents agreed with the statement that their work environment was stressful. 19 Dublin respondents (55.9 percent) agreed, while 3 (8.8 percent) strongly agreed, giving a total of 64.1 percent who agreed that work was stressful. However a sizeable minority disagreed with this statement: 8 respondents (23.5 percent) disagreed,

and 1 respondent (2.9 percent) strongly disagreed, giving a total of 26.4 Dublin respondents who disagreed that work was stressful.

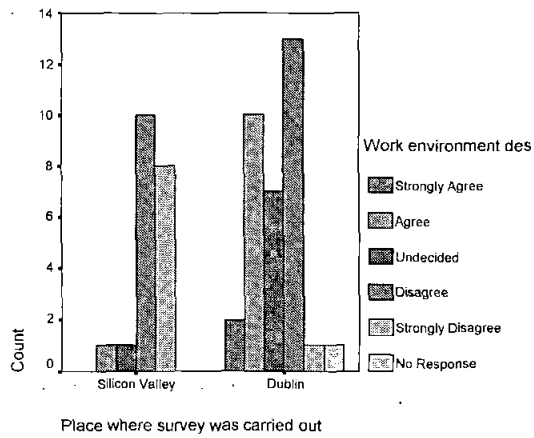
A large majority of Silicon Valley respondents also agreed that their work environment was stressful. 10 Silicon Valley respondents (50 percent) agreed, and 7 (35 percent) strongly agreed, giving a total of 85 percent who agreed that work was stressful. Only 1 respondent (5 percent) strongly disagreed with the statement that their work environment was stressful. **Overall both locations agreed that their work environments were stressful, though there was a larger majority in Silicon Valley (85 per cent) who agreed.**

Table 362. Crosstabulation: Relaxed – Main Study Final Results

Place where survey was carried out * Work environment description: Relaxed (strongly agree to strongly disagree scale) Crosstabulation

			ork environment description: Relaxed (strongly agree to strongly disagree sca						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count		1	1	10	8		20
		% within Place where survey was carried out		5.0%	5.0%	50.0%	40.0%		100.0%
		% within Work environment description: Relaxed (strongly agree to strongly disagree scale)		9.1%	12.5%	43.5%	88.9%		37.0%
		% of Total		1.9%	1.9%	18.5%	14.8%		37.0%
	Dublin	Count	2	10	7	13	1	1	34
		% within Place where survey was carried out	5.9%	29.4%	20.6%	38.2%	2.9%	2.9%	100.0%
		% within Work environment description: Relaxed (strongly agree to strongly disagree scale)	100.0%	90.9%	87.5%	56.5%	11.1%	100.0%	63.0%
		% of Total	3.7%	18.5%	13.0%	24.1%	1.9%	1.9%	63.0%
Total		Count	2	11	8	23	9	1	54
		% within Place where survey was carried out	3.7%	20.4%	14.8%	42.6%	16.7%	1.9%	100.0%
		% within Work environment description: Relaxed (strongly agree to strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	3.7%	20.4%	14.8%	42.6%	16.7%	1.9%	100.0%

Figure 183. Histogram: Relaxed – Main Study Final Results



Work Environment: Relaxed

A small majority of Dublin respondents agreed with the statement that their work environment was relaxed, though a sizeable minority disagreed with the statement. 10 Dublin respondents (29.4 percent) agreed, while 7 (20.6 percent) strongly agreed, giving a total of 50 percent who agreed that work was relaxed. However a large minority disagreed with this statement: 13 respondents (38.2 percent) disagreed, and 1 respondent (2.9 percent) strongly disagreed, giving a total of 41.1 percent of Dublin respondents who disagreed that work was relaxed.

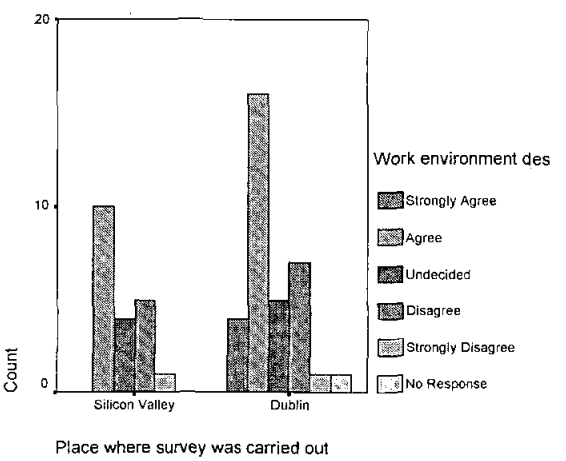
In contrast to Dublin respondents, a large majority of Silicon Valley respondents disagreed that their work environment was relaxed. 10 Silicon Valley respondents (50 percent) disagreed, and 8 (40 percent) strongly agreed, giving a total of 90 percent who disagreed that work was relaxed. Only 1 respondent (5 percent) agreed and another respondent (5 per cent) strongly agreed with the statement that their work environment was relaxed. **Overall, Silicon Valley respondents reported a very large majority who disagreed that their work environment was relaxed, and although a majority of Dublin respondents also reported their disagreement that work was relaxed, a sizeable minority agreed that work was relaxed.**

Table 363. Crosstabulation: Team-orientated – Main Study Final Results

Place where survey was carried out * Work environment description: Team-orientated (strongly agree to strongly disagree scale) Crosstabulation

			Work environment description: Team-orientated (strongly agree to strongly disagree scale)						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count		10	4	5	1		20
		% within Place where survey was carried out		50.0%	20.0%	25.0%	5.0%		100.0%
		% within Work environment description: Team-orientated (strongly agree to strongly disagree scale)		38.5%	44.4%	41.7%	50.0%		37.0%
		% of Total		18.5%	7.4%	9.3%	1.9%		37.0%
	Dublin	Count	4	16	5	7	1	1	34
		% within Place where survey was carried out	11.8%	47.1%	14.7%	20.6%	2.9%	2.9%	100.0%
		% within Work environment description: Team-orientated (strongly agree to strongly disagree scale)	100.0%	61.5%	55.6%	58.3%	50.0%	100.0%	63.0%
		% of Total	7.4%	29.6%	9.3%	13.0%	1.9%	1.9%	63.0%
Total		Count	4	26	9	12	2	1	54
		% within Place where survey was carried out	7.4%	48.1%	16.7%	22.2%	3.7%	1.9%	100.0%
		% within Work environment description: Team-orientated (strongly agree to strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	7.4%	48.1%	16.7%	22.2%	3.7%	1.9%	100.0%

Figure 184. Histogram: Team-orientated – Main Study Final Results



Work Environment: Team-orientated

A majority of Dublin respondents agreed with the statement that their work environment was team-orientated. 16 Dublin respondents (47.1 percent) agreed, while 4 (11.8 percent) strongly agreed, giving a total of 58.9 percent who agreed that work was team-orientated. A minority disagreed with this statement: 7 respondents (20.6 percent) disagreed, and 1 respondent (2.9 percent) strongly disagreed, giving a total of 23.5 percent of Dublin

respondents who disagreed that work was team-orientated. 5 Dublin respondents (14.7 percent) reported that they were undecided.

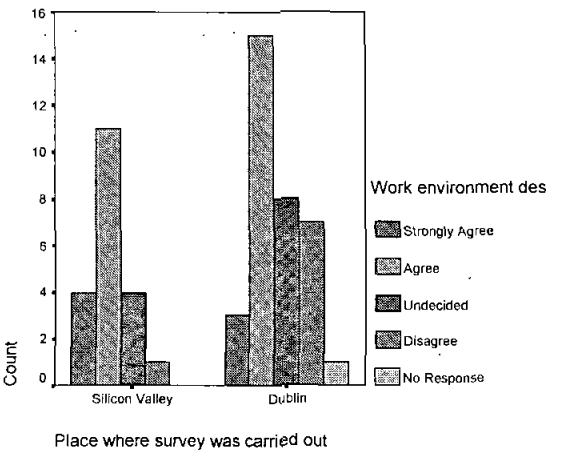
A majority of Silicon Valley respondents agreed that their work environment was team-orientated. 10 Silicon Valley respondents (50 percent) agreed that work was team-orientated. A sizeable minority of Silicon Valley respondents however disagreed that their work environment was team-orientated. 5 Silicon Valley respondents (25 percent) disagreed, and 1 respondent (5 per cent) strongly disagreed, giving a total of 30 who disagreed that work was team-orientated. 4 Silicon Valley respondents (20 percent) reported that they were undecided. **Overall a majority of both Dublin and Silicon Valley respondents agreed that their work environments were team-orientated.**

Table 364. Crosstabulation: Competitive– Main Study Final Results

ıce where survey was carried out * Work environment description: Competitive (strongly agree to strongly disagree scale) Crosstabulati

			Work environment description: Competitive (strongly agree to strongly disagree scale)					
			Strongly Agree	Agree	Undecided	Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count	4	11	4	1		20
		% within Place where survey was carried out	20.0%	55.0%	20.0%	5.0%		100.0%
		% within Work environment description: Competitive (strongly agree to strongly disagree scale)	57.1%	42.3%	33.3%	12.5%		37.0%
		% of Total	7.4%	20.4%	7.4%	1.9%		37.0%
	Dublin	Count	3	15	8	7	1	34
		% within Place where survey was carried out	8.8%	44.1%	23.5%	20.6%	2.9%	100.0%
		% within Work environment description: Competitive (strongly agree to strongly disagree scale)	42.9%	57.7%	66.7%	87.5%	100.0%	63.0%
		% of Total	5.6%	27.8%	14.8%	13.0%	1.9%	63.0%
Total		Count	7	26	12	8	1	54
		% within Place where survey was carried out	13.0%	48.1%	22.2%	14.8%	1.9%	100.0%
		% within Work environment description: Competitive (strongly agree to strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	13.0%	48.1%	22.2%	14.8%	1.9%	100.0%

Figure 185. Histogram: Competitive – Main Study Final Results



Work Environment: Competitive

A majority of Dublin respondents agreed with the statement that their work environment was competitive. 15 Dublin respondents (44.1 percent) agreed, while 3 (8.8 percent) strongly agreed, giving a total of 52.9 percent who agreed that work was competitive. A minority disagreed with this statement: 7 respondents (20.6 percent) disagreed. 8 respondents (23.5 percent) were undecided as to whether or not their work environment was competitive.

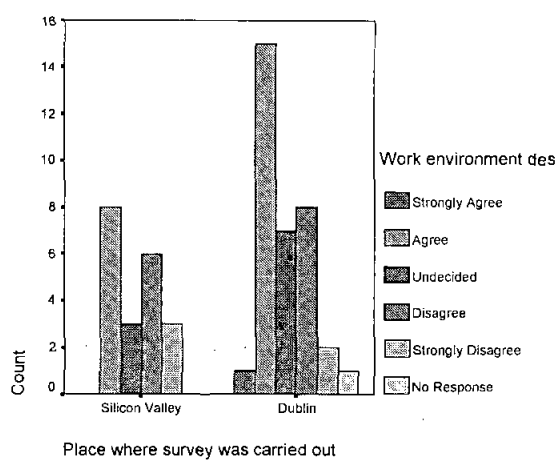
A majority of Silicon Valley respondents agreed that their work environment was competitive. 11 Silicon Valley respondents (55 percent) agreed, and 4 (20 percent) strongly agreed, giving a total of 75 percent who agreed what work was competitive. Only 1 respondent (5 percent) disagreed with this statement. 4 Silicon Valley respondents (20 percent) were undecided as to whether or not their work environment was competitive. **Overall both locations agreed with the statement that their work environments are competitive.**

Table 365. Crosstabulation: Good Core Values Main Study Final Results

ı where survey was carried out * Work environment description: Good core values (strongly agree to strongly disagree scale) Crosstabul

			Work environment description: Good core values (strongly agree to strongly disagree scale)						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count		8	3	6	3		20
		% within Place where survey was carried out		40.0%	15.0%	30.0%	15.0%		100.0%
		% within Work environment description Good core values (strongly agree to strongly disagree scale)		34.8%	30.0%	42.9%	60.0%		37.0%
		% of Total		14.8%	5.6%	11.1%	5.6%		37.0%
	Dublin	Count	1	15	7	8	2	1	34
		% within Place where survey was carried out	2.9%	44.1%	20.6%	23.5%	5.9%	2.9%	100.0%
		% within Work environment description Good core values (strongly agree to strongly disagree scale)	100.0%	65.2%	70.0%	57.1%	40.0%	100.0%	63.0%
		% of Total	1.9%	27.8%	13.0%	14.8%	3.7%	1.9%	63.0%
Total		Count	1	23	10	14	5	1	54
		% within Place where survey was carried out	1.9%	42.6%	18.5%	25.9%	9.3%	1.9%	100.0%
		% within Work environment description Good core values (strongly agree to strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	1.9%	42.6%	18.5%	25.9%	9.3%	1.9%	100.0%

Figure 186. Histogram: Good Core Values – Main Study Final Results



Work Environment: Good Core Values

A majority of Dublin respondents agreed with the statement that their work environment had good core values. 15 Dublin respondents (44.1 percent) agreed, while 1 (2.9 percent) strongly agreed, giving a total of 47 percent who agreed what their work organisation contained good core values. A minority disagreed with this statement: 8 respondents (23.5 percent) disagreed, and 2 respondent (5.9 percent) strongly disagreed, giving a total

of 29.4 percent of Dublin respondents who disagreed that their work environment contained good core values. 7 Dublin respondents (20 percent) were undecided.

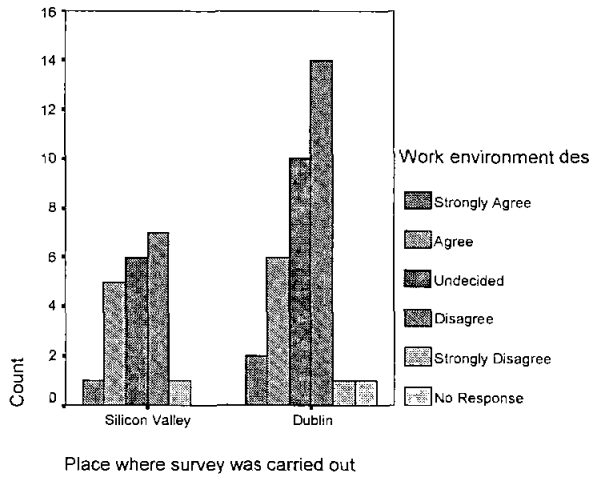
In contrast to Dublin respondents, a small majority of Silicon Valley respondents disagreed that their work environment had good core values. 6 Silicon Valley respondents (30 percent) disagreed, and 3 (16 percent) strongly disagreed, giving a total of 46. percent who disagreed that their work organisation had good core values. 8 Silicon Valley respondents (40 percent) agreed with the statement that their work environment had good core values. 3 Silicon Valley respondents (15 percent) were undecided. **Overall, a majority of Dublin respondents agreed with the statement that their work environment had good core values, while in contrast a small majority of Silicon Valley respondents disagreed with this statement.**

Table 366. Crosstabulation: Promotes Creativity – Main Study Final Results

ace where survey was carried out * Work environment description: Promotes creativity (strongly agree to strongly disagree scale) Crosstabulatic

			Work environment description: Promotes creativity (strongly agree to strongly disagree scale)						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count	1	5	6	7	1		20
		% within Place where survey was carried out	5.0%	25.0%	30.0%	35.0%	5.0%		100.0%
		% within Work environment description: Promotes creativity (strongly agree to strongly disagree scale)	33.3%	45.5%	37.5%	33.3%	50.0%		37.0%
		% of Total	1.9%	9.3%	11.1%	13.0%	1.9%		37.0%
	Dublin	Count	2	6	10	14	1	1	34
		% within Place where survey was carried out	5.9%	17.6%	29.4%	41.2%	2.9%	2.9%	100.0%
		% within Work environment description: Promotes creativity (strongly agree to strongly disagree scale)	66.7%	54.5%	62.5%	66.7%	50.0%	100.0%	63.0%
		% of Total	3.7%	11.1%	18.5%	25.9%	1.9%	1.9%	63.0%
Total		Count	3	11	16	21	2	1	54
		% within Place where survey was carried out	5.6%	20.4%	29.6%	38.9%	3.7%	1.9%	100.0%
		% within Work environment description: Promotes creativity (strongly agree to strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	5.6%	20.4%	29.6%	38.9%	3.7%	1.9%	100.0%

Figure 187. Histogram: Promotes Creativity – Main Study Final Results



Work Environment: Promotes Creativity

A majority of Dublin respondents disagreed with the statement that their work environment promotes creativity. 14 Dublin respondents (41.2 percent) disagreed, while 1 (2.9 percent) strongly disagreed, giving a total of 44.1 percent who disagreed that their work promotes creativity. The following Dublin respondents agreed with the creativity statement: 6 respondents (17.6 percent) agreed, and 2 respondents (5.9 percent) strongly agreed, giving a total of 23.5 Dublin respondents who agreed that work promoted creativity. 7 Dublin respondents (31.8 percent) were undecided.

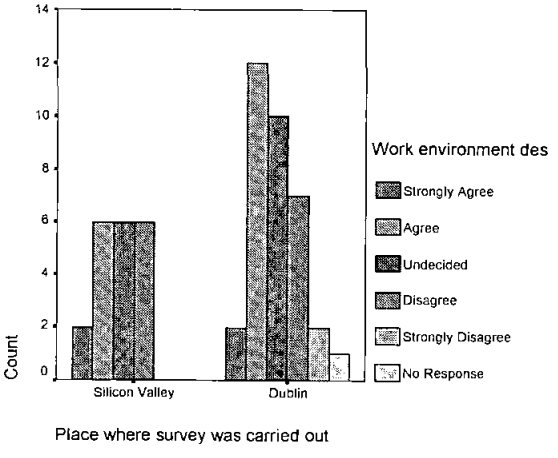
A small majority of Silicon Valley respondents also disagreed that their work environment promoted creativity. 7 Silicon Valley respondents (35 percent) disagreed, and 1 (5 percent) strongly agreed, giving a total of 40 percent who disagreed that work promotes creativity. 5 Silicon Valley respondents (25 percent) agreed, and 1 respondent (5 percent) strongly agreed, giving a total of 30 per cent who agreed that their work place promoted creativity. 7 Silicon Valley respondents (35 percent) were undecided. **Overall both locations disagreed with the statement that their work environment promoted creativity.**

Table 367. Crosstabulation: Authoritative – Main Study Final Results

Place where survey was carried out * Work environment description: Authoritative (strongly agree to strongly disagree scale) Crosstabulation

			Work environment description: Authoritative (strongly agree to strongly disagree scale)						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count	2	6	6	6			20
		% within Place where survey was carried out	10.0%	30.0%	30.0%	30.0%			100.0%
		% within Work environment description: Authoritative (strongly agree to strongly disagree scale)	50.0%	33.3%	37.5%	46.2%			37.0%
		% of Total	3.7%	11.1%	11.1%	11.1%			37.0%
	Dublin	Count	2	12	10	7	2	1	34
		% within Place where survey was carried out	5.9%	35.3%	29.4%	20.6%	5.9%	2.9%	100.0%
		% within Work environment description: Authoritative (strongly agree to strongly disagree scale)	50.0%	66.7%	62.5%	53.8%	100.0%	100.0%	63.0%
		% of Total	3.7%	22.2%	18.5%	13.0%	3.7%	1.9%	63.0%
Total		Count	4	18	16	13	2	1	54
		% within Place where survey was carried out	7.4%	33.3%	29.6%	24.1%	3.7%	1.9%	100.0%
		% within Work environment description: Authoritative (strongly agree to strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	7.4%	33.3%	29.6%	24.1%	3.7%	1.9%	100.0%

Figure 188: Histogram: Authoritative Main Study Final Results



Work Environment: Authoritative

A small majority of Dublin respondents agreed that work was authoritative: 12 (35.3 percent) agreed, and 2 (5.9 percent) strongly agreed, giving a total of 41.2 percent agreed with the statement that their work environment was authoritative. The following Dublin respondents disagreed with this statement: 7 (20.6 percent) disagreed, while 2 (5.9 percent) strongly disagreed, giving a total of 26.5 percent who disagreed that work was

authoritative. A large number of Dublin respondents were undecided as to whether or not their work place was authoritative: 10 respondents (29.4 percent).

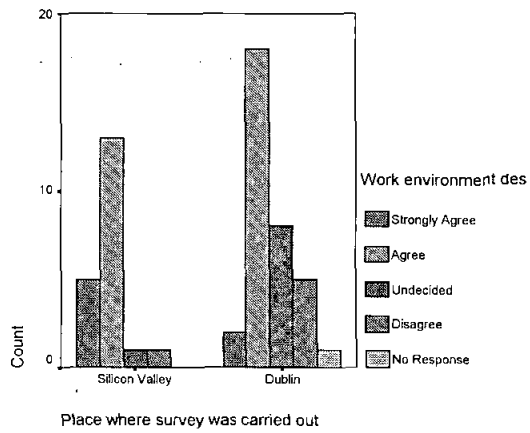
A small majority of Silicon Valley respondents also agreed that their work environment was authoritative. 6 Silicon Valley respondents (30 percent) agreed, and 2 (10 percent) strongly agreed, giving a total of 40 percent who agreed what work was authoritative. 6 respondents (30 percent) disagreed with the statement that their work environment was authoritative. 6 Silicon Valley respondents (30 percent) were undecided as to whether or not their workplace was authoritative. **Overall both locations had a small majority of respondents who agreed that their work environment was authoritative.**

Table 368. Crosstabulation: Pressurised Main Study Final Results

lace where survey was carried out * Work environment description: Pressurised (strongly agree to strongly disagree scale) Crosstabulatio

			Work environment description: Pressurised (strongly agree to strongly disagree scale)					
			Strongly Agree	Agree	Undecided	Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count	5	13	1	1		20
		% within Place where survey was carried out	25.0%	65.0%	5.0%	5.0%		100.0%
		% within Work environment description: Pressurised (strongly agree to strongly disagree scale)	71.4%	41.9%	11.1%	16.7%		37.0%
		% of Total	9.3%	24.1%	1.9%	1.9%		37.0%
	Dublin	Count	2	18	8	5	1	34
		% within Place where survey was carried out	5.9%	52.9%	23.5%	14.7%	2.9%	100.0%
		% within Work environment description: Pressurised (strongly agree to strongly disagree scale)	28.6%	58.1%	88.9%	83.3%	100.0%	63.0%
		% of Total	3.7%	33.3%	14.8%	9.3%	1.9%	63.0%
Total		Count	7	31	9	6	1	54
		% within Place where survey was carried out	13.0%	57.4%	16.7%	11.1%	1.9%	100.0%
		% within Work environment description: Pressurised (strongly agree to strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	13.0%	57.4%	16.7%	11.1%	1.9%	100.0%

Figure 189: Histogram: Pressurised – Main Study Final Results



Work Environment: Pressurised

A large majority of Dublin respondents agreed with the statement that their work environment was pressurised. 18 Dublin respondents (52.9 percent) agreed, and 2 respondents (5.9 percent) strongly agreed, giving a total of 58.8 percent who agreed that the work environment was pressurized. 5 Dublin respondents (14.7 percent) disagreed with this statement. 8 Dublin respondents (23.5 percent) were undecided.

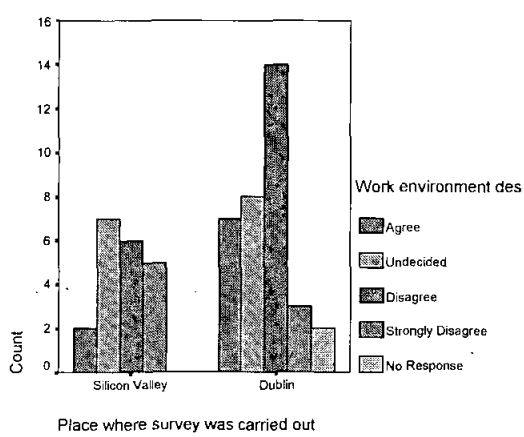
A large majority of Silicon Valley respondents also agreed that their work environment was pressurized. 13 Silicon Valley respondents (65 percent) agreed, and 5 (25 percent) strongly agreed, giving a total of 90 percent who agreed with the statement that their work was pressurized. Only 1 Silicon Valley respondent (5 percent) disagreed with this statement, while 1 respondent (5 percent) was undecided. **Overall a large majority of respondents in both locations agreed with the statement that their work environment was pressurised.**

Table 369. Crosstabulation: Promotes Work-life Balance – Main Study Final Results

Place where survey was carried out * Work environment description: Promotes work-life balance (strongly agree to strongly disagree scale) Crosstabulation

			Work environment description: Promotes work-life balance (strongly agree to strongly disagree scale)					
			Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count	2	7	6	5		20
		% within Place where survey was carried out	10.0%	35.0%	30.0%	25.0%		100.0%
		% within Work environment description: Promotes work-life balance (strongly agree to strongly disagree scale)	22.2%	46.7%	30.0%	62.5%		37.0%
		% of Total	3.7%	13.0%	11.1%	9.3%		37.0%
	Dublin	Count	7	8	14	3	2	34
		% within Place where survey was carried out	20.6%	23.5%	41.2%	8.8%	5.9%	100.0%
		% within Work environment description: Promotes work-life balance (strongly agree to strongly disagree scale)	77.8%	53.3%	70.0%	37.5%	100.0%	63.0%
		% of Total	13.0%	14.8%	25.9%	5.6%	3.7%	63.0%
Total		Count	9	15	20	8	2	54
		% within Place where survey was carried out	16.7%	27.8%	37.0%	14.8%	3.7%	100.0%
		% within Work environment description: Promotes work-life balance (strongly agree to strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	16.7%	27.8%	37.0%	14.8%	3.7%	100.0%

Figure 190. Histogram: Promotes Work-life Balance – Main Study Final Results



Work Environment: Promotes Work-Life Balance

A majority of Dublin respondents disagreed with the statement that their work environment promoted work-life balance. 14 Dublin respondents (41.2 percent) disagreed that work promoted work-life balance, while 3 respondents (8.8 percent) strongly

disagreed, giving a total of 50 per cent of Dublin respondents who disagreed that work promoted work-life balance. 7 Dublin respondents (20.6 percent) agreed, while 8 Dublin respondents (21.5 percent) were undecided.

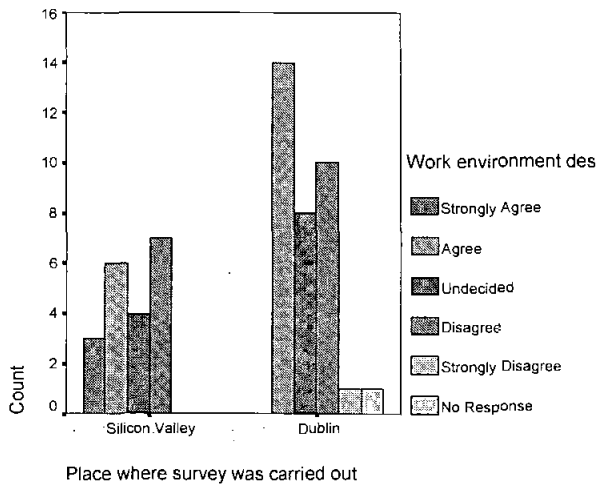
A majority of Silicon Valley respondents also disagreed that their work environment promoted work-life balance. 6 Silicon Valley respondents (30 percent) disagreed, and 5 (25 percent) strongly disagreed, giving a total of 55 percent who disagreed with the statement that work promoted work-life balance. Only 2 Silicon Valley respondents (10 percent) agreed with this statement, while 7 respondents (35 percent) were undecided. **Overall respondents from both locations disagreed with the statement that their work promoted work-life balance.**

Table 370. Crosstabulation: Critical – Main Study Final Results

Place where survey was carried out * Work environment description: Critical (strongly agree to strongly disagree scale) Crosstabulation

			Work environment description: Critical (strongly agree to strongly disagree scale)						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count	3	6	4	7			20
		% within Place where survey was carried out	15.0%	30.0%	20.0%	35.0%			100.0%
		% within Work environment description: Critical (strongly agree to strongly disagree scale)	100.0%	30.0%	33.3%	41.2%			37.0%
		% of Total	5.6%	11.1%	7.4%	13.0%			37.0%
	Dublin	Count		14	8	10	1	1	34
		% within Place where survey was carried out		41.2%	23.5%	29.4%	2.9%	2.9%	100.0%
		% within Work environment description: Critical (strongly agree to strongly disagree scale)		70.0%	66.7%	58.8%	100.0%	100.0%	63.0%
		% of Total		25.9%	14.8%	18.5%	1.9%	1.9%	63.0%
Total		Count	3	20	12	17	1	1	54
		% within Place where survey was carried out	5.6%	37.0%	22.2%	31.5%	1.9%	1.9%	100.0%
		% within Work environment description: Critical (strongly agree to strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	5.6%	37.0%	22.2%	31.5%	1.9%	1.9%	100.0%

Figure 191. Histogram: Critical – Main Study Final Results



Work Environment: Critical

A small majority of Dublin respondents agreed with the statement that their work environment was critical. 14 Dublin respondents (41.2 percent) agreed that work was critical. 10 Dublin respondents (29.4 percent) agreed that work was critical, while 1 respondent (2.9 percent) strongly disagreed that work was critical, giving a total of 32.3 percent who disagreed. 4 Dublin respondents (18.2 percent) were undecided.

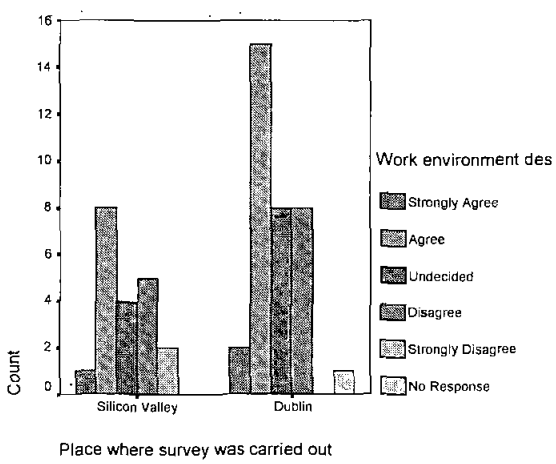
A small majority of Silicon Valley respondents also agreed that their work environment was critical. 6 Silicon Valley respondents (30 percent) agreed, and 3 (15 percent) strongly agreed, giving a total of 45 percent who agreed what work was critical. 7 respondents (35 percent) disagreed with the statement that their work environment was critical. 4 Silicon Valley respondents (20 percent) were undecided. **Overall respondents from both locations agreed with the statement that their work environment is critical.**

Table 371. Crosstabulation: Supportive – Main Study Final Results

Place where survey was carried out * Work environment description: Supportive (strongly agree to strongly disagree scale) Crosstabulation

			Work environment description: Supportive (strongly agree to strongly disagree scale)						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count	1	8	4	5	2		20
		% within Place where survey was carried out	5.0%	40.0%	20.0%	25.0%	10.0%		100.0%
		% within Work environment description: Supportive (strongly agree to strongly disagree scale)	33.3%	34.8%	33.3%	38.5%	100.0%		37.0%
		% of Total	1.9%	14.8%	7.4%	9.3%	3.7%		37.0%
	Dublin	Count	2	15	8	8		1	34
		% within Place where survey was carried out	5.9%	44.1%	23.5%	23.5%		2.9%	100.0%
		% within Work environment description: Supportive (strongly agree to strongly disagree scale)	66.7%	65.2%	66.7%	61.5%		100.0%	63.0%
		% of Total	3.7%	27.8%	14.8%	14.8%		1.9%	63.0%
Total		Count	3	23	12	13	2	1	54
		% within Place where survey was carried out	5.6%	42.6%	22.2%	24.1%	3.7%	1.9%	100.0%
		% within Work environment description: Supportive (strongly agree to strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	5.6%	42.6%	22.2%	24.1%	3.7%	1.9%	100.0%

Figure 192. Histogram: Supportive – Main Study Final Results



Work Environment: Supportive

A majority of Dublin respondents agreed with the statement that their work environment was supportive. 15 Dublin respondents (44.1 percent) agreed, while 2 respondents (5.9 percent) strongly agreed, giving a total of 50 percent who agreed what work was supportive. However 8 respondents (23.5 percent) disagreed that work was supportive, and 8 Dublin respondents (23.5 percent) were undecided.

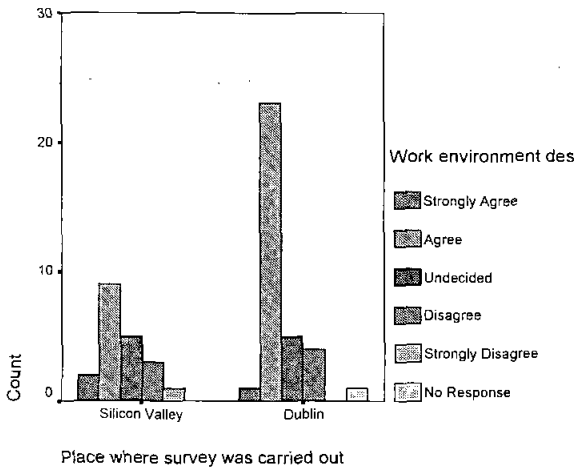
A small majority of Silicon Valley respondents also agreed that their work environment was supportive. 8 Silicon Valley respondents (40 percent) agreed, and 1 (5 percent) strongly agreed, giving a total of 45 percent who agreed that work was supportive. 5 Silicon Valley respondents (25 percent) disagreed, and 2 respondents (10 percent) strongly disagreed with the statement that their work environment was supportive, giving a total of 35 percent of respondents who disagreed. 4 Silicon Valley respondents (20 percent) were undecided. **Overall respondents from both locations agreed with the statement that their work environment was supportive, though this was by a small majority in the case of Silicon Valley.**

Table 372. Crosstabulation: Flexible – Main Study Final Results

Place where survey was carried out * Work environment description: Flexible (strongly agree to strongly disagree scale) Crosstabulation

			ork environment description: Flexible (strongly agree to strongly disagree sca						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count	2	9	5	3	1		20
		% within Place where survey was carried out	10.0%	45.0%	25.0%	15.0%	5.0%		100.0%
		% within Work environment description: Flexible (strongly agree t strongly disagree scale)	66.7%	28.1%	50.0%	42.9%	100.0%		37.0%
		% of Total	3.7%	16.7%	9.3%	5.6%	1.9%		37.0%
	Dublin	Count	1	23	5	4		1	34
		% within Place where survey was carried out	2.9%	67.6%	14.7%	11.8%		2.9%	100.0%
		% within Work environment description: Flexible (strongly agree t strongly disagree scale)	33.3%	71.9%	50.0%	57.1%		100.0%	63.0%
		% of Total	1.9%	42.6%	9.3%	7.4%		1.9%	63.0%
Total		Count	3	32	10	7	1	1	54
		% within Place where survey was carried out	5.6%	59.3%	18.5%	13.0%	1.9%	1.9%	100.0%
		% within Work environment description: Flexible (strongly agree t strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	5.6%	59.3%	18.5%	13.0%	1.9%	1.9%	100.0%

Figure 193. Histogram: Flexible – Main Study Final Results



Work Environment: Flexible

A large majority of Dublin respondents agreed with the statement that their work environment was flexible. 23 Dublin respondents (67.6 percent) agreed, while 1 (2.9 percent) strongly agreed, giving a total of 70.5 percent who agreed what work was flexible. 4 Dublin respondents (11.8 percent) disagreed that work was flexible, while 5 Dublin respondents (14.7 percent) were undecided.

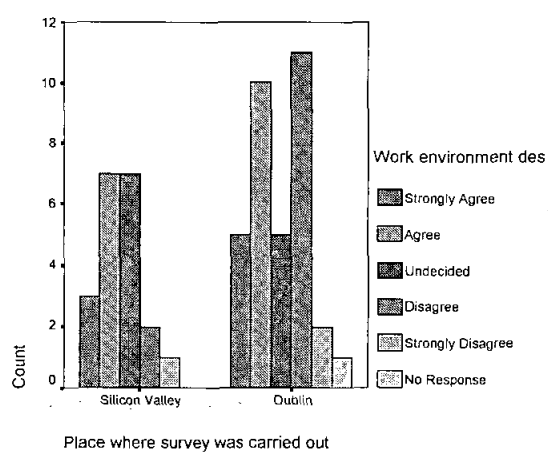
A majority of Silicon Valley respondents also agreed that their work environment was flexible. 9 Silicon Valley respondents (45 percent) agreed that work was flexible, while 2 respondents strongly agreed (10 percent) giving a total of 55 percent of respondents who agreed that their work environment was flexible. 3 Silicon Valley respondents (15 percent) disagreed, and 1 respondent (5 percent) strongly disagreed, giving a total of 20 percent respondents who disagreed with the statement that their work environment was flexible. 5 Silicon Valley respondents (25 percent) were undecided. **Overall both Dublin and Silicon Valley respondents agreed that their work environment was flexible.**

Table 373. Crosstabulation: People-orientated - Main Study Final Results

Place where survey was carried out * Work environment description: People-orientated (strongly agree to strongly disagree scale) Crosstabulation

			Work environment description: People-orientated (strongly agree to strongly disagree scale)						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count	3	7	7	2	1		20
		% within Place where survey was carried out	15.0%	35.0%	35.0%	10.0%	5.0%		100.0%
		% within Work environment description: People-orientated (strongly agree to strongly disagree scale)	37.5%	41.2%	58.3%	15.4%	33.3%		37.0%
		% of Total	5.6%	13.0%	13.0%	3.7%	1.9%		37.0%
	Dublin	Count	5	10	5	11	2	1	34
		% within Place where survey was carried out	14.7%	29.4%	14.7%	32.4%	5.9%	2.9%	100.0%
		% within Work environment description: People-orientated (strongly agree to strongly disagree scale)	62.5%	58.8%	41.7%	84.6%	66.7%	100.0%	63.0%
		% of Total	9.3%	18.5%	9.3%	20.4%	3.7%	1.9%	63.0%
Total		Count	8	17	12	13	3	1	54
		% within Place where survey was carried out	14.8%	31.5%	22.2%	24.1%	5.6%	1.9%	100.0%
		% within Work environment description: People-orientated (strongly agree to strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	14.8%	31.5%	22.2%	24.1%	5.6%	1.9%	100.0%

Figure 194: Histogram: People-orientated - Main Study Final Results



Work Environment: People-orientated

A small majority of Dublin respondents agreed with the statement that their work environment was people-orientated. 10 Dublin respondents (29.4 percent) agreed, while 5 respondents (14.7 percent) strongly agreed, giving a total of 44.1 percent who agreed with the statement that their workplace was people-orientated. However a large minority disagreed with this statement: 11 respondents (32.4 percent) disagreed, and 2 respondents (5.9 percent) strongly disagreed, giving a total of 38.3 percent of Dublin respondents who

disagreed that work was people-orientated. 5 Dublin respondents (14.7 percent) were undecided.

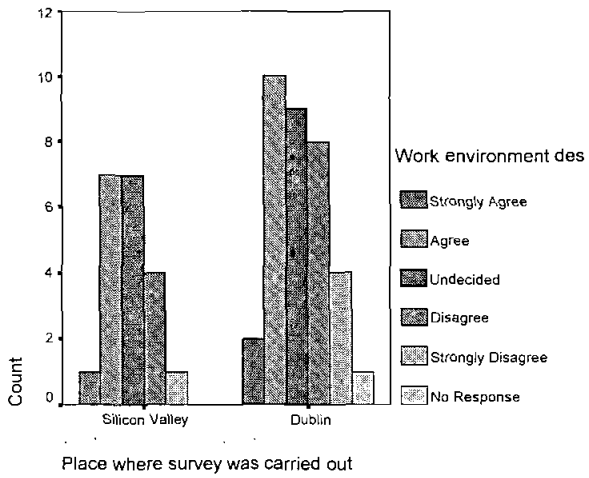
A majority of Silicon Valley respondents also agreed that their work environment was people-orientated. 7 Silicon Valley respondents (35 percent) agreed, and 3 (15 percent) strongly agreed, giving a total of 50 percent who agreed that work was people-orientated. 2 Silicon Valley respondents (10 percent) disagreed, while 1 resident (5 percent) strongly disagreed, giving a total of 20 per cent who disagreed with the statement that their work environment was people-orientated. 7 Silicon Valley respondents (35 percent) were undecided. **Overall respondents from both locations agreed with the statement that their work environment was people-orientated.**

Table 374.Crosstabulation: Appreciative – Main Study Final Results

Place where survey was carried out * Work environment description: Appreciative (strongly agree to strongly disagree scale) Crosstabulation

			Work environment description: Appreciative (strongly agree to strongly disagree scale)						
			Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	No Response	Total
Place where survey was carried out	Silicon Valley	Count	1	7	7	4	1		20
		% within Place where survey was carried out	5.0%	35.0%	35.0%	20.0%	5.0%		100.0%
		% within Work environment description: Appreciative (strongly agree to strongly disagree scale)	33.3%	41.2%	43.8%	33.3%	20.0%		37.0%
		% of Total	1.9%	13.0%	13.0%	7.4%	1.9%		37.0%
	Dublin	Count	2	10	9	8	4	1	34
		% within Place where survey was carried out	5.9%	29.4%	26.5%	23.5%	11.8%	2.9%	100.0%
		% within Work environment description: Appreciative (strongly agree to strongly disagree scale)	66.7%	58.8%	56.3%	66.7%	80.0%	100.0%	63.0%
		% of Total	3.7%	18.5%	16.7%	14.8%	7.4%	1.9%	63.0%
Total		Count	3	17	16	12	5	1	54
		% within Place where survey was carried out	5.6%	31.5%	29.6%	22.2%	9.3%	1.9%	100.0%
		% within Work environment description: Appreciative (strongly agree to strongly disagree scale)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	5.6%	31.5%	29.6%	22.2%	9.3%	1.9%	100.0%

Figure 195. Histogram: Appreciative – Main Study Final Results



Work Environment: Appreciative

Results were evenly divided for Dublin respondents as to whether their work environment was appreciative. 10 Dublin respondents (29.4 percent) agreed, while 2 (5.9 percent) strongly agreed, giving a total of 35.3 percent who agreed that work was appreciative. 8 respondents (23.5 percent) disagreed, and 4 respondents (11.8 percent) strongly disagreed, giving a total of 35.3 Dublin respondents who disagreed that work was appreciative. 9 Dublin Valley respondents (26.5 percent) were undecided.

A majority of Silicon Valley respondents agreed that their work environment was appreciative. 7 Silicon Valley respondents (35 percent) agreed, and 1 (5 percent) strongly agreed, giving a total of 40 percent who agreed that work was appreciative. 4 Silicon Valley respondents (20 percent) disagreed, while 1 respondent (5 percent) strongly disagreed, giving a total of 25 percent who disagreed with the statement that their work environment was appreciative. 7 Silicon Valley respondents (35 percent) were undecided. **Overall Dublin respondents were split as to whether or not their work environment was appreciative, whereas the majority of Silicon Valley respondents agreed with the statement that their work environment was appreciative.**

Question 16a. How long have you been in your current employment?

Table 375: Crosstabulation: Time in Current employment – Main Study Final Results

Place where survey was carried out * Time in current employment Crosstabulation

			Time in current employment										
			No Response	< 1	1 < 2	2 < 3	3 < 4	4 < 5	5 < 6	6 to 10	11 to 20	20 to 40	Total
Place where sur	Silicon Vall	Count	.	2	2	5	5	1	.	1	4	.	20
was carried out		% within Place wh survey was carrie		10.0%	10.0%	25.0%	25.0%	5.0%		5.0%	20.0%		100.0%
		% within Time in current employme		40.0%	66.7%	55.6%	62.5%	33.3%		7.7%	66.7%		37.0%
		% of Total		3.7%	3.7%	9.3%	9.3%	1.9%		1.9%	7.4%		37.0%
	Dublin	Count	2	3	1	4	3	2	2	12	2	3	34
		% within Place wh survey was carrie	5.9%	8.8%	2.9%	11.8%	8.8%	5.9%	5.9%	35.3%	5.9%	8.8%	100.0%
		% within Time in current employme	100.0%	60.0%	33.3%	44.4%	37.5%	66.7%	100.0%	92.3%	33.3%	100.0%	63.0%
		% of Total	3.7%	5.6%	1.9%	7.4%	5.6%	3.7%	3.7%	22.2%	3.7%	5.6%	63.0%
Total		Count	2	5	3	9	8	3	2	13	6	3	54
		% within Place wh survey was carrie	3.7%	9.3%	5.6%	16.7%	14.8%	5.6%	3.7%	24.1%	11.1%	5.6%	100.0%
		% within Time in current employme	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	3.7%	9.3%	5.6%	16.7%	14.8%	5.6%	3.7%	24.1%	11.1%	5.6%	100.0%

Figure 196: Histogram - Time in current employment – Main Study Final Results

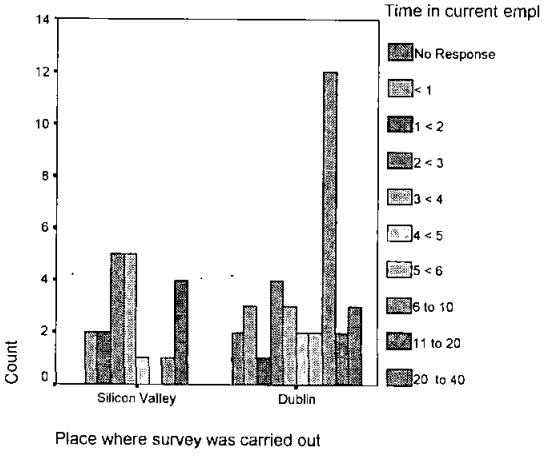


Table 376: Frequencies: Time in current employment for Dublin – Main Study Final Results

Statistics

		Place where survey was carried out	Time in current employment
N	Valid	34	34
	Missing	0	0
Mean		2.00	7.6618
Median		2.00	7.5000
Mode		2	10.00
Std. Deviation		.00	6.6375
Variance		.00	44.0564
Range		0	21.00
Minimum		2	.00
Maximum		2	21.00
Sum		68	260.50

Table 377: Frequencies: *Time in current employment* for Silicon Valley – Main Study Final Results

Statistics

		Place where survey was carried out	Time in current employment
N	Valid	20	20
	Missing	0	0
Mean		1.00	6.1000
Median		1.00	3.0000
Mode		1	2.00[a]
Std. Deviation		.00	7.3959
Variance		.00	54.7000
Range		0	19.50
Minimum		1	.50
Maximum		1	20.00
Sum		20	122.00

a. Multiple modes exist. The smallest value is shown

Dublin results for length of time in employment show a range from less than 1 year, to between 20 and 40 years. Variance is 44.056, and standard deviation is 6.637. 8 Dublin respondents (23.5 per cent) reported a length of time employed less than 3 years. 7 Dublin respondents (20.6 per cent) reported a length of time employed between 3 years and less than 6 years. 12 Dublin respondents (35.3 per cent) reported a length of time employed between 6 to less than 10 years. 2 Dublin respondents (5.9 percent) reported being employed for between 10 and 20 years, while 3 respondents (8.8 per cent) reported being employed for over 20 years.

Silicon Valley results for length of time of employment show a range from less than 1 year, to between 10 and 20 years. Variance is 54.70, and standard deviation is 7.39. 9 Silicon Valley respondents (45 per cent) reported a length of time employed between less than 3 years, compared with 23.5 percent of Dublin respondents. 6 Silicon Valley respondents (30 per cent) reported a length of time employed between 3 years and less than 6 years, compared with 20.6 percent of Dublin respondents. 1 Silicon Valley respondent (5 per cent) reported a length of time employed between 6 to less than 10 years, compared with 35.3 percent of Dublin respondents. 4 Silicon Valley respondents (20 percent) reported being employed for between 10 and less than 20 years, compared with 8.8 percent of Dublin respondents.

Overall variance is high for both locations, and results are fairly evening spread across the whole spectrum of years employed. Results however indicate that Dublin

respondents (with a mean of 7.66 years) may be employed for longer periods of time compared to Silicon Valley respondents (with a mean of 6.1 years employed).

Question 16b. How long were you in your last employment?

Table 378: Crosstabulation: Time in last employment – Main Study Final Results

Place where survey was carried out * Time in last employment Crosstabulation

			Time in last employment								
			First Job	< 1	1 < 2	2 < 3	3 < 4	4 < 5	5 < 6	6 to 10	Total
Place where sur	Silicon Vall	Count	1	1	10	5	1	1	1		20
was carried out		% within Place wh survey was carrie	5.0%	5.0%	50.0%	25.0%	5.0%	5.0%	5.0%		100.0%
		% within Time in l employment	7.1%	16.7%	71.4%	62.5%	33.3%	25.0%	33.3%		37.0%
		% of Total	1.9%	1.9%	18.5%	9.3%	1.9%	1.9%	1.9%		37.0%
	Dublin	Count	13	5	4	3	2	3	2	2	34
		% within Place wh survey was carrie	38.2%	14.7%	11.8%	8.8%	5.9%	8.8%	5.9%	5.9%	100.0%
		% within Time in l employment	92.9%	83.3%	28.6%	37.5%	66.7%	75.0%	66.7%	100.0%	63.0%
		% of Total	24.1%	9.3%	7.4%	5.6%	3.7%	5.6%	3.7%	3.7%	63.0%
Total		Count	14	6	14	8	3	4	3	2	54
		% within Place wh survey was carrie	25.9%	11.1%	25.9%	14.8%	5.6%	7.4%	5.6%	3.7%	100.0%
		% within Time in l employment	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	25.9%	11.1%	25.9%	14.8%	5.6%	7.4%	5.6%	3.7%	100.0%

Figure 197: Histogram: Time in last employment – Main Study Final Results

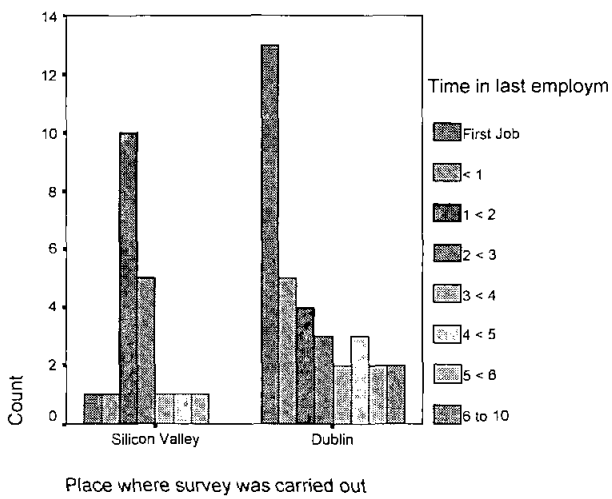


Table 379: Frequencies Time in last employment for Dublin – Main Study Final Results

Statistics

		Place where survey was carried out	Time in last employment
N	Valid	34	34
	Missing	0	0
Mean		2.00	1.7794
Median		2.00	.5000
Mode		2	.00
Std. Deviation		.00	2.6146
Variance		.00	6.8362
Range		0	10.00
Minimum		2	.00
Maximum		2	10.00
Sum		68	60.50

Table 380: Frequencies Time in last employment for Silicon Valley – Main Study Final Results

Statistics

		Place where survey was carried out	Time in last employment
N	Valid	20	20
	Missing	0	0
Mean		1.00	1.6250
Median		1.00	1.0000
Mode		1	1.00
Std. Deviation		.00	1.2017
Variance		.00	1.4441
Range		0	5.00
Minimum		1	.00
Maximum		1	5.00
Sum		20	32.50

Dublin results for length of time in last employment show a range from less than 1 year, to 10 years. Variance is 6.84, and standard deviation is 2.61. 13 Dublin respondents (38.2 per cent) reported that the current job was their first job. 12 Dublin respondents (35.3 per cent) reported a length of time employed in their last job as less than 3 years. 5 Dublin respondents (14.7 per cent) reported a length of time employed in last job between 3 and less than 6 years. 2 Dublin respondent (5.9 percent) reported being employed in last job between 6 and less than 10 years.

Silicon Valley results for length of time of last employment show a range from less than 1 year to 5 years. Variance is very low at 1.44, and standard deviation is 1.20. 1 Silicon Valley respondent (5 per cent) reported that this was a first job, compared with 38.2 per cent of Dublin respondents. 16 Silicon Valley respondents (80 per cent) reported

a length of time in last employment of less than 3 years, compared with 35.3 percent of Dublin respondents. 2 Silicon Valley respondents (10 per cent) reported a length of time in last employment of 3 years or more but less than 6 years, compared with 17.7 per cent of Dublin respondents.

Overall these results indicate that the majority of Dublin respondents (38.2 percent) were still working at their first job, while the majority of Silicon Valley respondents had worked between 1 and 3 years in their last employment (75 percent). The mean of 2.61 years for Dublin respondents implies that they were employed for longer periods of time in their last employment compared to Silicon Valley respondents (with a mean of 1.63).

Question 16c. What is the optimum time you consider to be in employment in any firm?

Table 381: Crosstabulation: Optimum time in employment –Main Study Final Results

Place where survey was carried out * Optimum time in any employment Crosstabulation

			Optimum time in any employment											
			First Job	< 1	1 < 2	2 < 3	2.50	3 < 4	4 < 5	5 < 6	6 to 10	11 to 20	20 to 40	Total
Place where s	Silicon Va	Count			1	2		1	6	5	4	1		20
was carried ou		% within Place v survey was carr			5.0%	10.0%		5.0%	30.0%	25.0%	20.0%	5.0%		100.0%
		% within Optimu in any employm			100.0%	66.7%		33.3%	37.5%	41.7%	66.7%	100.0%		37.0%
		% of Total			1.9%	3.7%		1.9%	11.1%	9.3%	7.4%	1.9%		37.0%
	Dublin	Count	6	1		1	1	2	10	7	2		4	34
		% within Place v survey was carr	17.6%	2.9%		2.9%	2.9%	5.9%	29.4%	20.6%	5.9%		11.8%	100.0%
		% within Optimu in any employm	100.0%	100.0%		33.3%	100.0%	66.7%	62.5%	58.3%	33.3%		100.0%	63.0%
		% of Total	11.1%	1.9%		1.9%	1.9%	3.7%	18.5%	13.0%	3.7%		7.4%	63.0%
Total		Count	6	1	1	3	1	3	16	12	6	1	4	54
		% within Place v survey was carr	11.1%	1.9%	1.9%	5.6%	1.9%	5.6%	29.6%	22.2%	11.1%	1.9%	7.4%	100.0%
		% within Optimu in any employm	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	11.1%	1.9%	1.9%	5.6%	1.9%	5.6%	29.6%	22.2%	11.1%	1.9%	7.4%	100.0%

Figure 198: *Histogram*: Optimum time in employment – Main Study Final Results

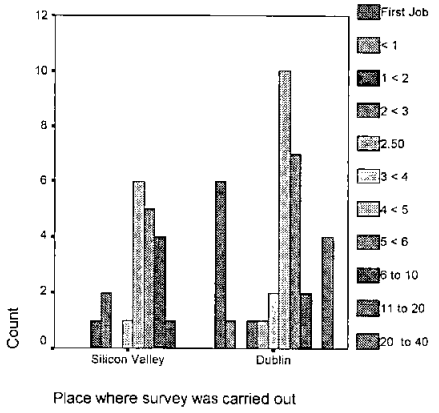


Table 382: Frequencies for Optimum Time in last employment for Dublin – Main Study Final Results

Statistics

		Place where survey was carried out	Optimum time in any employment
N	Valid	34	34
	Missing	0	0
Mean		2.00	5.5882
Median		2.00	4.0000
Mode		2	4.00
Std. Deviation		.00	6.1932
Variance		.00	38.3556
Range		0	21.00
Minimum		2	.00
Maximum		2	21.00
Sum		68	190.00

Table 383: Frequencies for Optimum Time in last employment for Dublin Main Study Final Results

Statistics

		Place where survey was carried out	Optimum time in any employment
N	Valid	20	20
	Missing	0	0
Mean		1.00	5.8500
Median		1.00	4.5000
Mode		1	4.00
Std. Deviation		.00	4.3198
Variance		.00	18.6605
Range		0	19.00
Minimum		1	1.00
Maximum		1	20.00
Sum		20	117.00

Both sets of results for optimum time employed from Dublin and Silicon Valley show a majority of respondents who favoured length of employment of between 4 years and less than 10 years: 19 Dublin respondents (55.9 per cent), and 15 Silicon Valley respondents (75 per cent). 6 Dublin employees surveyed (17.6 percent) did not respond to this question.

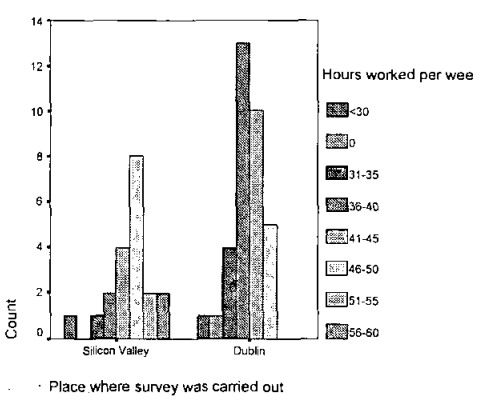
Question 17. How many hours do you spend at work per week, taking an approximate average over the last three months? < 30, 31 – 35, 36 – 40, 41 – 45, 46 – 50, 51 – 55, 56 – 60, 61 – 65, 66 – 70, > 70

Table 384: Crosstabulation: Hours at work per week – Main Study Final Results

Place where survey was carried out * Hours worked per week Crosstabulation

			Hours worked per week								Total
			0	31-35	36-40	41-45	46-50	51-55	56-60	<30	
Place where su	Silicon Val	Count		1	2	4	8	2	2	1	20
was carried out		% within Place w survey was carri		5.0%	10.0%	20.0%	40.0%	10.0%	10.0%	5.0%	100.0%
		% within Hours worked per week		20.0%	13.3%	28.6%	61.5%	100.0%	100.0%	50.0%	37.0%
		% of Total		1.9%	3.7%	7.4%	14.8%	3.7%	3.7%	1.9%	37.0%
	Dublin	Count	1	4	13	10	5			1	34
		% within Place w survey was carri	2.9%	11.8%	38.2%	29.4%	14.7%			2.9%	100.0%
		% within Hours worked per week	100.0%	80.0%	86.7%	71.4%	38.5%			50.0%	63.0%
		% of Total	1.9%	7.4%	24.1%	18.5%	9.3%			1.9%	63.0%
Total		Count	1	5	15	14	13	2	2	2	54
		% within Place w survey was carri	1.9%	9.3%	27.8%	25.9%	24.1%	3.7%	3.7%	3.7%	100.0%
		% within Hours worked per week	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	1.9%	9.3%	27.8%	25.9%	24.1%	3.7%	3.7%	3.7%	100.0%

Figure 199: Histogram: Hours at work per week – Main Study Final Results



The largest response from Dublin employees surveyed as to hours worker per week was as follows: 36 to 40 hours: 13 respondents (38.2 percent); 41 to 45 hours: 10 respondents (29.4 per cent); 46 to 50 hours: 5 respondents (14.7 percent); and 31 to 35 hours: 4 respondents (11.8 percent).

The largest response from Silicon Valley employees surveyed as to hours worker per week was as follows: 46 to 50: 8 respondents (40 percent); 41 to 45 hours: 4 respondents (20 per cent); 36 to 40 hours: 2 respondents (10 percent); 51 to 55 hours: 2 respondents (10 percent); 56 to 60 hours: 2 respondents (10 percent).

Overall, these results indicate that a large percentage of both Silicon Valley and Dublin respondents tend to work more than a 40 hour week. However, a greater percentage of Silicon Valley respondents tend to work more than forty hours per week (85 percent) compared to Dublin respondents (44.1 percent). Results also indicate that Silicon Valley workers tend to work longer hours: 20 percent of Silicon Valley respondents reported working between 50 and 60 hours per week, whereas no Dublin respondent reported working these hours.