

## Oneway

### Descriptives

|                                                                       |       | N   | Mean | Std. Deviation | Std. Error |
|-----------------------------------------------------------------------|-------|-----|------|----------------|------------|
| Management really knows its job.                                      | 1.00  | 201 | 4.08 | 1.933          | .136       |
|                                                                       | 2.00  | 325 | 5.47 | 1.337          | .074       |
|                                                                       | 3.00  | 343 | 6.42 | .970           | .052       |
|                                                                       | Total | 869 | 5.53 | 1.643          | .056       |
| My customers are fair.                                                | 1.00  | 203 | 4.44 | 2.198          | .154       |
|                                                                       | 2.00  | 325 | 5.46 | 1.516          | .084       |
|                                                                       | 3.00  | 346 | 6.10 | 1.388          | .075       |
|                                                                       | Total | 874 | 5.48 | 1.772          | .060       |
| I'm really doing something worthwhile in my job.                      | 1.00  | 201 | 4.79 | 1.964          | .139       |
|                                                                       | 2.00  | 324 | 5.39 | 1.595          | .089       |
|                                                                       | 3.00  | 344 | 6.00 | 1.420          | .077       |
|                                                                       | Total | 869 | 5.49 | 1.689          | .057       |
| My work is challenging.                                               | 1.00  | 203 | 4.63 | 2.141          | .150       |
|                                                                       | 2.00  | 325 | 5.34 | 1.605          | .089       |
|                                                                       | 3.00  | 346 | 5.93 | 1.474          | .079       |
|                                                                       | Total | 874 | 5.41 | 1.768          | .060       |
| I have plenty of freedom on my job to use my own judgement.           | 1.00  | 203 | 4.36 | 2.296          | .161       |
|                                                                       | 2.00  | 325 | 5.12 | 1.888          | .105       |
|                                                                       | 3.00  | 344 | 5.81 | 1.735          | .094       |
|                                                                       | Total | 872 | 5.21 | 2.011          | .068       |
| I'm satisfied with the way employee benefits are handled around here. | 1.00  | 204 | 4.14 | 2.151          | .151       |
|                                                                       | 2.00  | 323 | 4.79 | 1.957          | .109       |
|                                                                       | 3.00  | 345 | 5.06 | 2.118          | .114       |
|                                                                       | Total | 872 | 4.75 | 2.096          | .071       |
| My oppportunities for advancement are reasonable.                     | 1.00  | 204 | 3.39 | 1.958          | .137       |
|                                                                       | 2.00  | 325 | 4.62 | 1.752          | .097       |
|                                                                       | 3.00  | 342 | 5.54 | 1.672          | .090       |
|                                                                       | Total | 871 | 4.70 | 1.953          | .066       |
| I am highly paid.                                                     | 1.00  | 204 | 4.20 | 2.025          | .142       |
|                                                                       | 2.00  | 325 | 4.74 | 1.643          | .091       |
|                                                                       | 3.00  | 346 | 5.45 | 1.629          | .088       |
|                                                                       | Total | 875 | 4.89 | 1.800          | .061       |
| My job is interesting.                                                | 1.00  | 204 | 4.67 | 1.964          | .138       |
|                                                                       | 2.00  | 325 | 5.45 | 1.487          | .082       |
|                                                                       | 3.00  | 346 | 6.10 | 1.277          | .069       |
|                                                                       | Total | 875 | 5.53 | 1.632          | .055       |
| The workspace given is adequate                                       | 1.00  | 204 | 4.54 | 1.956          | .137       |
|                                                                       | 2.00  | 325 | 5.30 | 1.462          | .081       |
|                                                                       | 3.00  | 346 | 6.04 | 1.328          | .071       |
|                                                                       | Total | 875 | 5.42 | 1.648          | .056       |
| Compared with other companies, employee benefits here are good.       | 1.00  | 203 | 4.00 | 2.308          | .162       |
|                                                                       | 2.00  | 325 | 4.74 | 2.003          | .111       |
|                                                                       | 3.00  | 343 | 5.20 | 2.104          | .114       |
|                                                                       | Total | 871 | 4.75 | 2.164          | .073       |
| The people I work with get along well together.                       | 1.00  | 204 | 4.16 | 1.934          | .135       |
|                                                                       | 2.00  | 325 | 5.23 | 1.463          | .081       |
|                                                                       | 3.00  | 344 | 5.96 | 1.321          | .071       |
|                                                                       | Total | 873 | 5.26 | 1.682          | .057       |

### Descriptives

|                                                                   |       | N   | Mean | Std. Deviation | Std. Error |
|-------------------------------------------------------------------|-------|-----|------|----------------|------------|
| I'm allowed to work from home, if I desire.                       | 1.00  | 201 | 2.64 | 2.261          | .159       |
|                                                                   | 2.00  | 322 | 3.04 | 2.243          | .125       |
|                                                                   | 3.00  | 342 | 4.06 | 2.515          | .136       |
|                                                                   | Total | 865 | 3.35 | 2.430          | .083       |
| Management here is really interested in the welfare of employees. | 1.00  | 201 | 3.86 | 2.063          | .145       |
|                                                                   | 2.00  | 318 | 5.13 | 1.582          | .089       |
|                                                                   | 3.00  | 343 | 5.89 | 1.472          | .079       |
|                                                                   | Total | 862 | 5.13 | 1.838          | .063       |
| I have plenty of freedom on my job to use my own judgement.       | 1.00  | 204 | 4.44 | 2.235          | .156       |
|                                                                   | 2.00  | 325 | 5.26 | 1.706          | .095       |
|                                                                   | 3.00  | 346 | 5.80 | 1.723          | .093       |
|                                                                   | Total | 875 | 5.28 | 1.919          | .065       |

### Descriptives

|                                                                       |       | 95% Confidence Interval for Mean |             | Minimum | Maximum |
|-----------------------------------------------------------------------|-------|----------------------------------|-------------|---------|---------|
|                                                                       |       | Lower Bound                      | Upper Bound |         |         |
| Management really knows its job.                                      | 1.00  | 3.82                             | 4.35        | 1       | 7       |
|                                                                       | 2.00  | 5.32                             | 5.62        | 1       | 7       |
|                                                                       | 3.00  | 6.32                             | 6.53        | 1       | 7       |
|                                                                       | Total | 5.42                             | 5.64        | 1       | 7       |
| My customers are fair.                                                | 1.00  | 4.13                             | 4.74        | 1       | 7       |
|                                                                       | 2.00  | 5.30                             | 5.63        | 1       | 7       |
|                                                                       | 3.00  | 5.96                             | 6.25        | 1       | 7       |
|                                                                       | Total | 5.36                             | 5.60        | 1       | 7       |
| I'm really doing something worthwhile in my job.                      | 1.00  | 4.51                             | 5.06        | 1       | 7       |
|                                                                       | 2.00  | 5.22                             | 5.57        | 1       | 7       |
|                                                                       | 3.00  | 5.85                             | 6.15        | 1       | 7       |
|                                                                       | Total | 5.38                             | 5.60        | 1       | 7       |
| My work is challenging.                                               | 1.00  | 4.33                             | 4.92        | 1       | 7       |
|                                                                       | 2.00  | 5.16                             | 5.51        | 1       | 7       |
|                                                                       | 3.00  | 5.77                             | 6.08        | 1       | 7       |
|                                                                       | Total | 5.29                             | 5.52        | 1       | 7       |
| I have plenty of freedom on my job to use my own judgement.           | 1.00  | 4.05                             | 4.68        | 1       | 7       |
|                                                                       | 2.00  | 4.91                             | 5.33        | 1       | 7       |
|                                                                       | 3.00  | 5.62                             | 5.99        | 1       | 7       |
|                                                                       | Total | 5.08                             | 5.35        | 1       | 7       |
| I'm satisfied with the way employee benefits are handled around here. | 1.00  | 3.85                             | 4.44        | 1       | 7       |
|                                                                       | 2.00  | 4.58                             | 5.00        | 1       | 7       |
|                                                                       | 3.00  | 4.84                             | 5.29        | 1       | 7       |
|                                                                       | Total | 4.61                             | 4.89        | 1       | 7       |
| My oppportunities for advancement are reasonable.                     | 1.00  | 3.12                             | 3.66        | 1       | 7       |
|                                                                       | 2.00  | 4.43                             | 4.82        | 1       | 7       |
|                                                                       | 3.00  | 5.36                             | 5.72        | 1       | 7       |
|                                                                       | Total | 4.57                             | 4.83        | 1       | 7       |
| I am highly paid.                                                     | 1.00  | 3.92                             | 4.48        | 1       | 7       |
|                                                                       | 2.00  | 4.56                             | 4.92        | 1       | 7       |
|                                                                       | 3.00  | 5.27                             | 5.62        | 1       | 7       |
|                                                                       | Total | 4.77                             | 5.01        | 1       | 7       |
| My job is interesting.                                                | 1.00  | 4.40                             | 4.94        | 1       | 7       |
|                                                                       | 2.00  | 5.28                             | 5.61        | 1       | 7       |
|                                                                       | 3.00  | 5.97                             | 6.24        | 1       | 7       |
|                                                                       | Total | 5.42                             | 5.63        | 1       | 7       |
| The workspace given is adequate                                       | 1.00  | 4.27                             | 4.81        | 1       | 7       |
|                                                                       | 2.00  | 5.14                             | 5.46        | 1       | 7       |
|                                                                       | 3.00  | 5.90                             | 6.18        | 1       | 7       |
|                                                                       | Total | 5.31                             | 5.53        | 1       | 7       |
| Compared with other companies, employee benefits here are good.       | 1.00  | 3.68                             | 4.32        | 1       | 7       |
|                                                                       | 2.00  | 4.52                             | 4.95        | 1       | 7       |
|                                                                       | 3.00  | 4.98                             | 5.43        | 1       | 7       |
|                                                                       | Total | 4.60                             | 4.89        | 1       | 7       |
| The people I work with get along well together.                       | 1.00  | 3.89                             | 4.42        | 1       | 7       |
|                                                                       | 2.00  | 5.07                             | 5.39        | 1       | 7       |
|                                                                       | 3.00  | 5.82                             | 6.10        | 1       | 7       |
|                                                                       | Total | 5.15                             | 5.38        | 1       | 7       |

### Descriptives

|                                                                   |       | 95% Confidence Interval for Mean |             | Minimum | Maximum |
|-------------------------------------------------------------------|-------|----------------------------------|-------------|---------|---------|
|                                                                   |       | Lower Bound                      | Upper Bound |         |         |
| I'm allowed to work from home, if I desire.                       | 1.00  | 2.32                             | 2.95        | 1       | 7       |
|                                                                   | 2.00  | 2.80                             | 3.29        | 1       | 7       |
|                                                                   | 3.00  | 3.80                             | 4.33        | 1       | 7       |
|                                                                   | Total | 3.19                             | 3.51        | 1       | 7       |
| Management here is really interested in the welfare of employees. | 1.00  | 3.57                             | 4.14        | 1       | 7       |
|                                                                   | 2.00  | 4.95                             | 5.30        | 1       | 7       |
|                                                                   | 3.00  | 5.73                             | 6.04        | 1       | 7       |
|                                                                   | Total | 5.01                             | 5.26        | 1       | 7       |
| I have plenty of freedom on my job to use my own judgement.       | 1.00  | 4.13                             | 4.74        | 1       | 7       |
|                                                                   | 2.00  | 5.08                             | 5.45        | 1       | 7       |
|                                                                   | 3.00  | 5.62                             | 5.98        | 1       | 7       |
|                                                                   | Total | 5.15                             | 5.41        | 1       | 7       |

# ANOVA

|                                                                       |                | Sum of Squares | df  | Mean Square | F       | Sig. |
|-----------------------------------------------------------------------|----------------|----------------|-----|-------------|---------|------|
| Management really knows its job.                                      | Between Groups | 694.430        | 2   | 347.215     | 182.430 | .000 |
|                                                                       | Within Groups  | 1648.237       | 866 | 1.903       |         |      |
|                                                                       | Total          | 2342.667       | 868 |             |         |      |
| My customers are fair.                                                | Between Groups | 355.083        | 2   | 177.542     | 64.838  | .000 |
|                                                                       | Within Groups  | 2385.004       | 871 | 2.738       |         |      |
|                                                                       | Total          | 2740.087       | 873 |             |         |      |
| I'm really doing something worthwhile in my job.                      | Between Groups | 192.181        | 2   | 96.091      | 36.417  | .000 |
|                                                                       | Within Groups  | 2285.020       | 866 | 2.639       |         |      |
|                                                                       | Total          | 2477.201       | 868 |             |         |      |
| My work is challenging.                                               | Between Groups | 219.297        | 2   | 109.648     | 38.057  | .000 |
|                                                                       | Within Groups  | 2509.510       | 871 | 2.881       |         |      |
|                                                                       | Total          | 2728.807       | 873 |             |         |      |
| I have plenty of freedom on my job to use my own judgement.           | Between Groups | 269.603        | 2   | 134.801     | 36.029  | .000 |
|                                                                       | Within Groups  | 3251.295       | 869 | 3.741       |         |      |
|                                                                       | Total          | 3520.898       | 871 |             |         |      |
| I'm satisfied with the way employee benefits are handled around here. | Between Groups | 109.831        | 2   | 54.915      | 12.845  | .000 |
|                                                                       | Within Groups  | 3715.159       | 869 | 4.275       |         |      |
|                                                                       | Total          | 3824.990       | 871 |             |         |      |
| My oppportunities for advancement are reasonable.                     | Between Groups | 592.617        | 2   | 296.308     | 94.358  | .000 |
|                                                                       | Within Groups  | 2725.757       | 868 | 3.140       |         |      |
|                                                                       | Total          | 3318.374       | 870 |             |         |      |
| I am highly paid.                                                     | Between Groups | 210.610        | 2   | 105.305     | 35.015  | .000 |
|                                                                       | Within Groups  | 2622.506       | 872 | 3.007       |         |      |
|                                                                       | Total          | 2833.115       | 874 |             |         |      |
| My job is interesting.                                                | Between Groups | 266.614        | 2   | 133.307     | 56.386  | .000 |
|                                                                       | Within Groups  | 2061.557       | 872 | 2.364       |         |      |
|                                                                       | Total          | 2328.171       | 874 |             |         |      |
| The workspace given is adequate                                       | Between Groups | 297.258        | 2   | 148.629     | 62.385  | .000 |
|                                                                       | Within Groups  | 2077.485       | 872 | 2.382       |         |      |
|                                                                       | Total          | 2374.743       | 874 |             |         |      |
| Compared with other companies, employee benefits here are good.       | Between Groups | 184.978        | 2   | 92.489      | 20.643  | .000 |
|                                                                       | Within Groups  | 3888.957       | 868 | 4.480       |         |      |
|                                                                       | Total          | 4073.936       | 870 |             |         |      |
| The people I work with get along well together.                       | Between Groups | 415.399        | 2   | 207.700     | 88.125  | .000 |
|                                                                       | Within Groups  | 2050.477       | 870 | 2.357       |         |      |
|                                                                       | Total          | 2465.876       | 872 |             |         |      |
| I'm allowed to work from home, if I desire.                           | Between Groups | 306.993        | 2   | 153.496     | 27.597  | .000 |
|                                                                       | Within Groups  | 4794.464       | 862 | 5.562       |         |      |
|                                                                       | Total          | 5101.457       | 864 |             |         |      |
| Management here is really interested in the welfare of employees.     | Between Groups | 522.562        | 2   | 261.281     | 94.101  | .000 |
|                                                                       | Within Groups  | 2385.095       | 859 | 2.777       |         |      |
|                                                                       | Total          | 2907.658       | 861 |             |         |      |
| I have plenty of freedom on my job to use my own judgement.           | Between Groups | 238.023        | 2   | 119.011     | 34.810  | .000 |
|                                                                       | Within Groups  | 2981.253       | 872 | 3.419       |         |      |
|                                                                       | Total          | 3219.275       | 874 |             |         |      |