# DATA ANALYSIS

# Descriptive statistics and Pearson correlation analysis

Table 1 shows the mean and standard deviation of each variable, with a Pearson correlation analysis having been conducted to study the correlation of all variables. As indicated, PoQ is positively correlated with total tenure, relative deprivation, anger, prevention focus and knowledge withholding. relative deprivation is positively correlated with anger, prevention focus, knowledge withholding and silence. Anger is positively correlated with all dependent variables,

i.e. knowledge withholding, silence and negative gossiping.

From thee findings it is clear that financial scarcity influences presenteeism although not in a very significant way due to the mediation of other factors

**Bayesian Regression**

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| --- | --- | --- | --- | --- | --- |
| **ANOVAa,b** | | | | | |
| Source | Sum of Squares | df | Mean Square | F | Sig. |
| Regression | 13.295 | 31 | .429 | 1.560 | .040 |
| Residual | 47.554 | 173 | .275 |  |  |
| Total | 60.849 | 204 |  |  |  |
| a. Dependent Variable: Presenteeism\_days  (categorical variable) | | | | | |
| b. Model: (Intercept), Financial Uncertainty  as predictor variable, V38, V39, V40, V41, V44 | | | | | |

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| **Bayesian Estimates of Coefficientsa,b,c** | | | | | |
| Parameter | Posterior | | | 95% Credible Interval | |
| Mode | Mean | Variance | Lower Bound | Upper Bound |
| (Intercept) | -.379 | -.379 | .032 | -.729 | -.030 |
| Financial Uncertainty  as predictor variable = 1 | -.128 | -.128 | .170 | -.936 | .680 |
| Financial Uncertainty  as predictor variable = 2 | .024 | .024 | .077 | -.522 | .570 |
| Financial Uncertainty  as predictor variable = 3 | .130 | .130 | .072 | -.397 | .658 |
| Financial Uncertainty  as predictor variable = 4 | .347 | .347 | .070 | -.173 | .867 |
| Financial Uncertainty  as predictor variable = 5 | .269 | .269 | .050 | -.169 | .707 |
| Financial Uncertainty  as predictor variable = 6 | .330 | .330 | .043 | -.077 | .737 |
| Financial Uncertainty  as predictor variable = 7 | .d | .d | .d | .d | .d |
| V38 = 1 | .297 | .297 | .070 | -.223 | .816 |
| V38 = 2 | .511 | .511 | .058 | .040 | .983 |
| V38 = 3 | .521 | .521 | .046 | .098 | .944 |
| V38 = 4 | .240 | .240 | .039 | -.148 | .627 |
| V38 = 5 | .112 | .112 | .020 | -.163 | .387 |
| V38 = 6 | .070 | .070 | .015 | -.167 | .308 |
| V38 = 7 | .d | .d | .d | .d | .d |
| V39 = 1 | 1.046 | 1.046 | .201 | .166 | 1.925 |
| V39 = 2 | .123 | .123 | .071 | -.398 | .644 |
| V39 = 3 | .090 | .090 | .059 | -.386 | .567 |
| V39 = 4 | -.162 | -.162 | .054 | -.616 | .293 |
| V39 = 5 | -.083 | -.083 | .025 | -.396 | .230 |
| V39 = 6 | -.104 | -.104 | .023 | -.399 | .190 |
| V39 = 7 | .d | .d | .d | .d | .d |
| V40 = 1 | -.088 | -.088 | .129 | -.792 | .615 |
| V40 = 2 | -.320 | -.320 | .070 | -.839 | .200 |
| V40 = 3 | -.305 | -.305 | .058 | -.778 | .168 |
| V40 = 4 | -.243 | -.243 | .045 | -.657 | .171 |
| V40 = 5 | .020 | .020 | .029 | -.313 | .352 |
| V40 = 6 | -.040 | -.040 | .024 | -.342 | .261 |
| V40 = 7 | .d | .d | .d | .d | .d |
| V41 = 1 | .010 | .010 | .121 | -.671 | .692 |
| V41 = 2 | .383 | .383 | .058 | -.090 | .857 |
| V41 = 3 | .056 | .056 | .055 | -.404 | .517 |
| V41 = 4 | .376 | .376 | .051 | -.068 | .820 |
| V41 = 5 | .152 | .152 | .040 | -.241 | .544 |
| V41 = 6 | .114 | .114 | .039 | -.273 | .500 |
| V41 = 7 | .d | .d | .d | .d | .d |
| V44 | .074 | .074 | .001 | .022 | .126 |
| a. Dependent Variable: Presenteeism\_days  (categorical variable) | | | | | |
| b. Model: (Intercept), Financial Uncertainty  as predictor variable, V38, V39, V40, V41, V44 | | | | | |
| c. Assume standard reference priors. | | | | | |
| d. This parameter is redundant. Posterior statistics are not calculated. | | | | | |

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| **Bayesian Estimates of Error Variancea** | | | | | |
| Parameter | Posterior | | | 95% Credible Interval | |
| Mode | Mean | Variance | Lower Bound | Upper Bound |
| Error variance | .272 | .278 | .001 | .225 | .343 |
| a. Assume standard reference priors. | | | | | |

Table 4

*A Summary of the Test Result of All the Hypotheses*

Result

Hypothesis

Description

|  |  |  |
| --- | --- | --- |
| H1 | The financial stress acts as a mediating variable in predicting presenteeism. | Significant |
| H2a | Employess work evaluation orientation will moderate the association of financial uncertainity with financial pressure so that the relationship is weaker for employees who are predominantly intrinsically oriented | Insignificant |
| H2b | Conversely ,the relationship is stronger for employees who are predominantly extrinsically oriented and will undergo pressures in times of financial uncertainity. | Significant |
| Test 1 | The idea that financial uncertainness will draw people’s attention to their immediate needs at the expense of investigating in future oriented self-development. | Significant |
| Test 2 | The outcome of all direct effect caused by financial uncertainity and indirect effect caused through financial worries by financial uncertainity | Insignificant |
| Test 2 | The outcome of all direct effect caused by financial uncertainity and indirect effect caused through financial worries by financial uncertainity |
| H3c | Counterproductive tendencies | Significant |
| H4b | Supplementary analysis-“The Cognitive Failures” - Significant | |