**HYPOTHESIS RESULTS**

**ANALYSIS OF FINANCIAL PRICARITY**

Chart, line chart

Description automatically generated

1.FINANCIAL UNCERTAINITY-As Predictor Variable-Hypothesis 1: Financial uncertainty caused Presenteeism-AK – AO-Please indicate to what extent you agree with the statements listed below, regarding your assessment of your financial status: Strongly disagree (1) Disagree (2) Somewhat disagree (3) Neither agree nor disagree (4) Somewhat agree (5) Agree (6) Strongly agree (7)

**Descriptives**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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| **Descriptive Statistics** | | | | | | | | | | | | | |
|  | N | Range | Minimum | Maximum | Sum | Mean | | Std. Deviation | Variance | Skewness | | Kurtosis | |
| Statistic | Statistic | Statistic | Statistic | Statistic | Statistic | Std. Error | Statistic | Statistic | Statistic | Std. Error | Statistic | Std. Error |
| Financial Uncertainty  as predictor variable | 208 | 6 | 1 | 7 | 1000 | 4.81 | .110 | 1.579 | 2.494 | -.860 | .169 | -.103 | .336 |
| V41 | 207 | 6 | 1 | 7 | 901 | 4.35 | .128 | 1.840 | 3.385 | -.374 | .169 | -1.047 | .337 |
| V38 | 208 | 6 | 1 | 7 | 1062 | 5.11 | .116 | 1.676 | 2.810 | -1.051 | .169 | .305 | .336 |
| V39 | 208 | 6 | 1 | 7 | 1014 | 4.87 | .120 | 1.734 | 3.008 | -.714 | .169 | -.529 | .336 |
| V40 | 208 | 6 | 1 | 7 | 963 | 4.63 | .129 | 1.855 | 3.442 | -.597 | .169 | -.801 | .336 |
| Valid N (listwise) | 207 |  |  |  |  |  |  |  |  |  |  |  |  |

**T-Test**

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| **Paired Samples Statistics** | | | | | |
|  | | Mean | N | Std. Deviation | Std. Error Mean |
| Pair 1 | Financial Uncertainty  as predictor variable | 4.81 | 208 | 1.579 | .110 |
| V38 | 5.11 | 208 | 1.676 | .116 |
| Pair 2 | V39 | 4.88 | 208 | 1.734 | .120 |
| V40 | 4.63 | 208 | 1.855 | .129 |
| Pair 3 | V41 | 4.35 | 207 | 1.840 | .128 |
| Financial Uncertainty  as predictor variable | 4.82 | 207 | 1.571 | .109 |

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| **Paired Samples Correlations** | | | | |
|  | | N | Correlation | Sig. |
| Pair 1 | Financial Uncertainty  as predictor variable & V38 | 208 | .586 | .000 |
| Pair 2 | V39 & V40 | 208 | .808 | .000 |
| Pair 3 | V41 & Financial Uncertainty  as predictor variable | 207 | .711 | .000 |

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| **Paired Samples Test** | | | | | | | | | |
|  | | Paired Differences | | | | | t | df | Sig. (2-tailed) |
| Mean | Std. Deviation | Std. Error Mean | 95% Confidence Interval of the Difference | |
| Lower | Upper |
| Pair 1 | Financial Uncertainty  as predictor variable - V38 | -.298 | 1.483 | .103 | -.501 | -.095 | -2.898 | 207 | .004 |
| Pair 2 | V39 - V40 | .245 | 1.117 | .077 | .092 | .398 | 3.164 | 207 | .002 |
| Pair 3 | V41 - Financial Uncertainty  as predictor variable | -.469 | 1.321 | .092 | -.650 | -.288 | -5.103 | 206 | .000 |

Supplementary analysis - "Self-development"-The idea is that financial uncertainty will draw people’s attention to their immediate needs at the expense of investigating in future-oriented self-development-AP – BD-Self-development With the following questions, we want to find out how you developed yourself in function of your (future) work. People can undertake different activities to promote self-development. We want to know how often in the past six months you engaged in the following developmental activities for the benefit of your (future) work.- Never (0) Rarely (1) Sometimes (2) Regularly (3) Often (4) Very often (5) Always (6)

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| --- | --- | --- | --- | --- | --- |
| **Paired Samples Statistics** | | | | | |
|  | | Mean | N | Std. Deviation | Std. Error Mean |
| Pair 1 | Financial Uncertainty Supplementary analysis:  People's behavior change on Self-development | 2.97 | 208 | 1.697 | .118 |
| V43 | 2.89 | 208 | 1.517 | .105 |
| Pair 2 | V44 | 3.07 | 208 | 1.576 | .109 |
| V45 | 1.82 | 208 | 1.856 | .129 |
| Pair 3 | V46 | 1.99 | 208 | 1.843 | .128 |
| V47 | 3.63 | 208 | 1.539 | .107 |
| Pair 4 | V48 | 3.51 | 208 | 1.642 | .114 |
| V49 | 1.84 | 208 | 1.802 | .125 |
| Pair 5 | V50 | 2.06 | 208 | 1.838 | .127 |
| V51 | 2.88 | 208 | 1.610 | .112 |
| Pair 6 | V52 | 3.28 | 208 | 1.650 | .114 |
| V53 | 3.57 | 208 | 1.593 | .110 |
| Pair 7 | V54 | 1.91 | 208 | 1.826 | .127 |
| V55 | 2.76 | 208 | 1.642 | .114 |
| Pair 8 | V56 | 2.66 | 208 | 1.756 | .122 |
| Financial Uncertainty Supplementary analysis:  People's behavior change on Self-development | 2.97 | 208 | 1.697 | .118 |

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| **Paired Samples Statistics** | | | | | |
|  | | Mean | N | Std. Deviation | Std. Error Mean |
| Pair 1 | V1 | 08-AUG-20 | 208 | 02:15:05.091 | 00:09:21.987 |
| Financial Uncertainty Supplementary analysis:  People's behavior change on Self-development | 2.97 | 208 | 1.697 | .118 |
| Pair 2 | V43 | 2.89 | 208 | 1.517 | .105 |
| V44 | 3.07 | 208 | 1.576 | .109 |
| Pair 3 | V45 | 1.82 | 208 | 1.856 | .129 |
| V46 | 1.99 | 208 | 1.843 | .128 |
| Pair 4 | V47 | 3.63 | 208 | 1.539 | .107 |
| V48 | 3.51 | 208 | 1.642 | .114 |
| Pair 5 | V49 | 1.84 | 208 | 1.802 | .125 |
| V50 | 2.06 | 208 | 1.838 | .127 |
| Pair 6 | V51 | 2.88 | 208 | 1.610 | .112 |
| V52 | 3.28 | 208 | 1.650 | .114 |
| Pair 7 | V53 | 3.57 | 208 | 1.593 | .110 |
| V54 | 1.91 | 208 | 1.826 | .127 |
| Pair 8 | V55 | 2.76 | 208 | 1.642 | .114 |
| V56 | 2.66 | 208 | 1.756 | .122 |

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| **Paired Samples Correlations** | | | | |
|  | | N | Correlation | Sig. |
| Pair 1 | V1 & Financial Uncertainty Supplementary analysis:  People's behavior change on Self-development | 208 | -.038 | .589 |
| Pair 2 | V43 & V44 | 208 | .624 | .000 |
| Pair 3 | V45 & V46 | 208 | .786 | .000 |
| Pair 4 | V47 & V48 | 208 | .578 | .000 |
| Pair 5 | V49 & V50 | 208 | .830 | .000 |
| Pair 6 | V51 & V52 | 208 | .775 | .000 |
| Pair 7 | V53 & V54 | 208 | .427 | .000 |
| Pair 8 | V55 & V56 | 208 | .741 | .000 |

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| **Paired Samples Test** | | | | | | | | | |
|  | | Paired Differences | | | | | t | df | Sig. (2-tailed) |
| Mean | Std. Deviation | Std. Error Mean | 95% Confidence Interval of the Difference | |
| Lower | Upper |
| Pair 1 | V1 - Financial Uncertainty Supplementary analysis:  People's behavior change on Self-development | 159910 13:07:43.625 | 02:15:05.155 | 00:09:21.991 | 159910 12:49:15.664 | 159910 13:26:11.586 | 24584488.304 | 207 | .000 |
| Pair 2 | V43 - V44 | -.183 | 1.342 | .093 | -.366 | .001 | -1.963 | 207 | .051 |
| Pair 3 | V45 - V46 | -.168 | 1.210 | .084 | -.334 | -.003 | -2.005 | 207 | .046 |
| Pair 4 | V47 - V48 | .120 | 1.465 | .102 | -.080 | .320 | 1.184 | 207 | .238 |
| Pair 5 | V49 - V50 | -.221 | 1.063 | .074 | -.366 | -.076 | -3.001 | 207 | .003 |
| Pair 6 | V51 - V52 | -.404 | 1.095 | .076 | -.553 | -.254 | -5.320 | 207 | .000 |
| Pair 7 | V53 - V54 | 1.654 | 1.840 | .128 | 1.402 | 1.905 | 12.961 | 207 | .000 |
| Pair 8 | V55 - V56 | .096 | 1.228 | .085 | -.072 | .264 | 1.129 | 207 | .260 |

2. Financial worries-As Mediator-Hypothesis 2: The financial worries act as a mediating variable in predicting presenteeism-BE – BH-Please indicate to what extent you agree with statements listed below, regarding your experience in the past 12 months: Never (0) Rarely (1) Sometimes (2) Regularly (3) Often (4) Very often (5) Always (6)

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| --- | --- | --- | --- | --- | --- |
| **Statistics** | | | | | |
|  | | Financial worries  Moderating | V58 | V59 | V60 |
| N | Valid | 208 | 208 | 208 | 208 |
| Missing | 29 | 29 | 29 | 29 |
| Mean | | 2.75 | 2.77 | 2.34 | 2.68 |
| Std. Error of Mean | | .126 | .119 | .130 | .138 |
| Median | | 2.00 | 2.00 | 2.00 | 2.00 |
| Mode | | 2 | 2 | 1 | 1 |
| Std. Deviation | | 1.817 | 1.718 | 1.881 | 1.984 |
| Variance | | 3.302 | 2.951 | 3.540 | 3.937 |
| Skewness | | .355 | .213 | .533 | .357 |
| Std. Error of Skewness | | .169 | .169 | .169 | .169 |
| Kurtosis | | -.882 | -.889 | -.866 | -1.154 |
| Std. Error of Kurtosis | | .336 | .336 | .336 | .336 |
| Range | | 6 | 6 | 6 | 6 |
| Minimum | | 0 | 0 | 0 | 0 |
| Maximum | | 6 | 6 | 6 | 6 |
| Sum | | 571 | 576 | 487 | 558 |
| Percentiles | 25 | 1.00 | 2.00 | 1.00 | 1.00 |
| 50 | 2.00 | 2.00 | 2.00 | 2.00 |
| 75 | 4.00 | 4.00 | 4.00 | 4.00 |

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| **Paired Samples Statistics** | | | | | |
|  | | Mean | N | Std. Deviation | Std. Error Mean |
| Pair 1 | Financial worries  Moderating | 2.75 | 208 | 1.817 | .126 |
| V58 | 2.77 | 208 | 1.718 | .119 |
| Pair 2 | V59 | 2.34 | 208 | 1.881 | .130 |
| V60 | 2.68 | 208 | 1.984 | .138 |

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| **Paired Samples Correlations** | | | | |
|  | | N | Correlation | Sig. |
| Pair 1 | Financial worries  Moderating & V58 | 208 | -.319 | .000 |
| Pair 2 | V59 & V60 | 208 | .759 | .000 |

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| **Paired Samples Test** | | | | | | | | | |
|  | | Paired Differences | | | | | t | df | Sig. (2-tailed) |
| Mean | Std. Deviation | Std. Error Mean | 95% Confidence Interval of the Difference | |
| Lower | Upper |
| Pair 1 | Financial worries  Moderating - V58 | -.024 | 2.872 | .199 | -.417 | .368 | -.121 | 207 | .904 |
| Pair 2 | V59 - V60 | -.341 | 1.346 | .093 | -.525 | -.157 | -3.659 | 207 | .000 |

3. Intrinsic & Extrinsic Golas-As Moderator-Hypothesis 3b: The relationship is stronger for employees who are predominantly extrinsically oriented and will undergo stronger financial worries in times of financial uncertainty.-BI-BL-

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| **Descriptive Statistics** | | | | | | | | | | | | | |
|  | N | Range | Minimum | Maximum | Sum | Mean | | Std. Deviation | Variance | Skewness | | Kurtosis | |
| Statistic | Statistic | Statistic | Statistic | Statistic | Statistic | Std. Error | Statistic | Statistic | Statistic | Std. Error | Statistic | Std. Error |
| Work Value as moderator： To what extent is it IMPORTANT for you to have a job that… | 208 | 4 | 1 | 5 | 497 | 2.39 | .088 | 1.265 | 1.601 | .432 | .169 | -1.079 | .336 |
| V62 | 208 | 4 | 1 | 5 | 516 | 2.48 | .092 | 1.326 | 1.758 | .418 | .169 | -1.050 | .336 |
| V63 | 208 | 4 | 1 | 5 | 490 | 2.36 | .090 | 1.292 | 1.670 | .506 | .169 | -.897 | .336 |
| V64 | 208 | 4 | 1 | 5 | 726 | 3.49 | .074 | 1.063 | 1.130 | -.474 | .169 | -.213 | .336 |
| Valid N (listwise) | 208 |  |  |  |  |  |  |  |  |  |  |  |  |

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| **Paired Samples Statistics** | | | | | |
|  | | Mean | N | Std. Deviation | Std. Error Mean |
| Pair 1 | Work Value as moderator： To what extent is it IMPORTANT for you to have a job that… | 2.39 | 208 | 1.265 | .088 |
| V62 | 2.48 | 208 | 1.326 | .092 |
| Pair 2 | V63 | 2.36 | 208 | 1.292 | .090 |
| V64 | 3.49 | 208 | 1.063 | .074 |

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| **Paired Samples Correlations** | | | | |
|  | | N | Correlation | Sig. |
| Pair 1 | Work Value as moderator： To what extent is it IMPORTANT for you to have a job that… & V62 | 208 | .734 | .000 |
| Pair 2 | V63 & V64 | 208 | .294 | .000 |

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| **Paired Samples Test** | | | | | | | | | |
|  | | Paired Differences | | | | | t | df | Sig. (2-tailed) |
| Mean | Std. Deviation | Std. Error Mean | 95% Confidence Interval of the Difference | |
| Lower | Upper |
| Pair 1 | Work Value as moderator： To what extent is it IMPORTANT for you to have a job that… - V62 | -.091 | .946 | .066 | -.221 | .038 | -1.393 | 207 | .165 |
| Pair 2 | V63 - V64 | -1.135 | 1.411 | .098 | -1.328 | -.942 | -11.596 | 207 | .000 |

In other words, people with predominant extrinsical values will have more financial worries under financial undcertainty.

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| **Statistics** | | | | | | |
|  | | V1 | Work Value as moderator： To what extent is it IMPORTANT for you to work for an organization that… | V70 | V71 | V72 |
| N | Valid | 234 | 207 | 207 | 207 | 207 |
| Missing | 3 | 30 | 30 | 30 | 30 |
| Mean | | 08-AUG-20 | 2.56 | 2.83 | 2.51 | 3.23 |
| Std. Error of Mean | | 04:00:17.717 | .087 | .089 | .092 | .088 |
| Median | | 08-AUG-20a | 2.49a | 2.84a | 2.41a | 3.31a |
| Mode | | 08-AUG-20 | 1 | 3 | 1 | 4 |
| Std. Deviation | | 2 13:15:48.663 | 1.245 | 1.287 | 1.329 | 1.266 |
| Variance | | 48641712659.831 | 1.549 | 1.656 | 1.766 | 1.604 |
| Skewness | | 15.162 | .284 | .058 | .312 | -.247 |
| Std. Error of Skewness | | .159 | .169 | .169 | .169 | .169 |
| Kurtosis | | 231.257 | -.986 | -1.066 | -1.131 | -.977 |
| Std. Error of Kurtosis | | .317 | .337 | .337 | .337 | .337 |
| Range | | 40 19:03:31 | 4 | 4 | 4 | 4 |
| Minimum | | 06-AUG-20 | 1 | 1 | 1 | 1 |
| Maximum | | 16-SEP-20 | 5 | 5 | 5 | 5 |
| Sum | | 37419105 19:10:01 | 529 | 586 | 520 | 668 |
| Percentiles | 10 | 08-AUG-20b | .b,c | .b,c | .b,c | 1.28b |
| 20 | 08-AUG-20 | 1.28 | 1.49 | 1.14 | 1.95 |
| 25 | 08-AUG-20 | 1.48 | 1.73 | 1.34 | 2.20 |
| 30 | 08-AUG-20 | 1.68 | 1.98 | 1.54 | 2.44 |
| 40 | 08-AUG-20 | 2.08 | 2.41 | 1.94 | 2.91 |
| 50 | 08-AUG-20 | 2.49 | 2.84 | 2.41 | 3.31 |
| 60 | 08-AUG-20 | 2.90 | 3.25 | 2.90 | 3.70 |
| 70 | 08-AUG-20 | 3.35 | 3.67 | 3.38 | 4.09 |
| 75 | 08-AUG-20 | 3.58 | 3.88 | 3.62 | 4.31 |
| 80 | 08-AUG-20 | 3.81 | 4.12 | 3.86 | 4.52 |
| 90 | 08-AUG-20 | 4.47 | 4.73 | 4.55 | 4.95 |
| a. Calculated from grouped data. | | | | | | |
| b. Percentiles are calculated from grouped data. | | | | | | |
| c. The lower bound of the first interval or the upper bound of the last interval is not known. Some percentiles are undefined. | | | | | | |

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| **Paired Samples Statistics** | | | | | |
|  | | Mean | N | Std. Deviation | Std. Error Mean |
| Pair 1 | Work Value as moderator： To what extent is it IMPORTANT for you to work for an organization that… | 2.56 | 207 | 1.245 | .087 |
| V70 | 2.83 | 207 | 1.287 | .089 |
| Pair 2 | V71 | 2.51 | 207 | 1.329 | .092 |
| V72 | 3.23 | 207 | 1.266 | .088 |

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| **Paired Samples Correlations** | | | | |
|  | | N | Correlation | Sig. |
| Pair 1 | Work Value as moderator： To what extent is it IMPORTANT for you to work for an organization that… & V70 | 207 | .668 | .000 |
| Pair 2 | V71 & V72 | 207 | .389 | .000 |

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| **Paired Samples Test** | | | | | | | | | |
|  | | Paired Differences | | | | | t | df | Sig. (2-tailed) |
| Mean | Std. Deviation | Std. Error Mean | 95% Confidence Interval of the Difference | |
| Lower | Upper |
| Pair 1 | Work Value as moderator： To what extent is it IMPORTANT for you to work for an organization that… - V70 | -.275 | 1.032 | .072 | -.417 | -.134 | -3.840 | 206 | .000 |
| Pair 2 | V71 - V72 | -.715 | 1.435 | .100 | -.912 | -.518 | -7.169 | 206 | .000 |

-Hypothesis 3a: Employees’ work value orientation will moderate the association of financial uncertainty with financial pressure, so that the relationship is weaker for employees who are predominantly intrinsically oriented.BM-BO -People can find different things important in their work.  To what extent is it IMPORTANT for you to have a job...

Not at all important (1) Slightly important (2) Moderately important (3) Very important (4) Extremely important (5)

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| **Descriptive Statistics** | | | | | | | | | | | | | |
|  | N | Range | Minimum | Maximum | Sum | Mean | | Std. Deviation | Variance | Skewness | | Kurtosis | |
| Statistic | Statistic | Statistic | Statistic | Statistic | Statistic | Std. Error | Statistic | Statistic | Statistic | Std. Error | Statistic | Std. Error |
| V65 | 208 | 4 | 1 | 5 | 765 | 3.68 | .081 | 1.162 | 1.350 | -.597 | .169 | -.529 | .336 |
| V66 | 208 | 4 | 1 | 5 | 789 | 3.79 | .074 | 1.063 | 1.131 | -.576 | .169 | -.411 | .336 |
| V67 | 208 | 4 | 1 | 5 | 726 | 3.49 | .079 | 1.138 | 1.295 | -.433 | .169 | -.564 | .336 |
| Valid N (listwise) | 208 |  |  |  |  |  |  |  |  |  |  |  |  |

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| **Paired Samples Statistics** | | | | | |
|  | | Mean | N | Std. Deviation | Std. Error Mean |
| Pair 1 | V65 | 3.68 | 208 | 1.162 | .081 |
| V66 | 3.79 | 208 | 1.063 | .074 |
| Pair 2 | V67 | 3.49 | 208 | 1.138 | .079 |
| V65 | 3.68 | 208 | 1.162 | .081 |

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| **Paired Samples Correlations** | | | | |
|  | | N | Correlation | Sig. |
| Pair 1 | V65 & V66 | 208 | .638 | .000 |
| Pair 2 | V67 & V65 | 208 | .515 | .000 |

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| **Paired Samples Test** | | | | | | | | | |
|  | | Paired Differences | | | | | t | df | Sig. (2-tailed) |
| Mean | Std. Deviation | Std. Error Mean | 95% Confidence Interval of the Difference | |
| Lower | Upper |
| Pair 1 | V65 - V66 | -.115 | .951 | .066 | -.245 | .015 | -1.750 | 207 | .082 |
| Pair 2 | V67 - V65 | -.187 | 1.133 | .079 | -.342 | -.033 | -2.387 | 207 | .018 |

In ther words, people with predominant intrinsical values will have less financial worries under financial uncertainty .BU-BX

Not at all important (1) Slightly important (2) Moderately important (3) Very important (4) Extremely important (5)

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| **Descriptive Statistics** | | | | | | | | | | | | | |
|  | N | Range | Minimum | Maximum | Sum | Mean | | Std. Deviation | Variance | Skewness | | Kurtosis | |
| Statistic | Statistic | Statistic | Statistic | Statistic | Statistic | Std. Error | Statistic | Statistic | Statistic | Std. Error | Statistic | Std. Error |
| V73 | 207 | 4 | 1 | 5 | 744 | 3.59 | .076 | 1.093 | 1.194 | -.627 | .169 | -.096 | .337 |
| V74 | 207 | 4 | 1 | 5 | 724 | 3.50 | .081 | 1.161 | 1.348 | -.586 | .169 | -.339 | .337 |
| V75 | 207 | 4 | 1 | 5 | 740 | 3.57 | .078 | 1.116 | 1.246 | -.624 | .169 | -.118 | .337 |
| V76 | 207 | 4 | 1 | 5 | 708 | 3.42 | .088 | 1.263 | 1.594 | -.381 | .169 | -.878 | .337 |
| Valid N (listwise) | 207 |  |  |  |  |  |  |  |  |  |  |  |  |

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| **Paired Samples Statistics** | | | | | |
|  | | Mean | N | Std. Deviation | Std. Error Mean |
| Pair 1 | V73 | 3.59 | 207 | 1.093 | .076 |
| V74 | 3.50 | 207 | 1.161 | .081 |
| Pair 2 | V75 | 3.57 | 207 | 1.116 | .078 |
| V76 | 3.42 | 207 | 1.263 | .088 |

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| --- | --- | --- | --- | --- |
| **Paired Samples Correlations** | | | | |
|  | | N | Correlation | Sig. |
| Pair 1 | V73 & V74 | 207 | .734 | .000 |
| Pair 2 | V75 & V76 | 207 | .586 | .000 |

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| **Paired Samples Test** | | | | | | | | | |
|  | | Paired Differences | | | | | t | df | Sig. (2-tailed) |
| Mean | Std. Deviation | Std. Error Mean | 95% Confidence Interval of the Difference | |
| Lower | Upper |
| Pair 1 | V73 - V74 | .097 | .825 | .057 | -.016 | .210 | 1.686 | 206 | .093 |
| Pair 2 | V75 - V76 | .155 | 1.091 | .076 | .005 | .304 | 2.039 | 206 | .043 |

4. Presenteeism-As Outcome Variable-The outcome of all direct effect caused by financial uncertainty, and indirect effect caused through financial worries by financial uncertainty-BY-Has it happened over the previous 12 months that you have gone to work despite feeling that you really should have taken sick leave due to your state of health?

- No, never (0)

- Yes, once (0)

- Yes, 2-5 times (1)

- Yes, more than 5 times (2)

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | | | | | | | | | |
|  | N | Range | Minimum | Maximum | Sum | Mean | | Std. Deviation | Variance | Skewness | | Kurtosis | |
| Statistic | Statistic | Statistic | Statistic | Statistic | Statistic | Std. Error | Statistic | Statistic | Statistic | Std. Error | Statistic | Std. Error |
| Presenteeism\_days  (categorical variable) | 206 | 2 | 0 | 2 | 62 | .30 | .038 | .547 | .299 | 1.655 | .169 | 1.823 | .337 |
| Valid N (listwise) | 206 |  |  |  |  |  |  |  |  |  |  |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Presenteeism\_days**  **(categorical variable)** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 0 | 153 | 64.6 | 74.3 | 74.3 |
| 1 | 44 | 18.6 | 21.4 | 95.6 |
| 2 | 9 | 3.8 | 4.4 | 100.0 |
| Total | 206 | 86.9 | 100.0 |  |
| Missing | System | 31 | 13.1 |  |  |
| Total | | 237 | 100.0 |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **One-Sample Statistics** | | | | |
|  | N | Mean | Std. Deviation | Std. Error Mean |
| Presenteeism\_days  (categorical variable) | 206 | .30 | .547 | .038 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **One-Sample Test** | | | | | | |
|  | Test Value = 0 | | | | | |
| t | df | Sig. (2-tailed) | Mean Difference | 95% Confidence Interval of the Difference | |
| Lower | Upper |
| Presenteeism\_days  (categorical variable) | 7.897 | 205 | .000 | .301 | .23 | .38 |

Supplementary analysis - "Counterproductive work behaviors"-About the frequency change of people's counterproductive work behaviors at workplace-BZ – CI-Please indicate how often you have performed each of the behaviours listed below, using the following response scale: How often have you…-Never (0) Rarely (1) Sometimes (2) Regularly (3) Often (4) Very often (5) Always (6)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | | | | | | | | | |
|  | N | Range | Minimum | Maximum | Sum | Mean | | Std. Deviation | Variance | Skewness | | Kurtosis | |
| Statistic | Statistic | Statistic | Statistic | Statistic | Statistic | Std. Error | Statistic | Statistic | Statistic | Std. Error | Statistic | Std. Error |
| Presenteeism Days Supplementary analysis 1:  Counterproductive work behaviors (CPBs) (People's behavior change at workplace) | 206 | 6 | 0 | 6 | 210 | 1.02 | .107 | 1.543 | 2.380 | 1.601 | .169 | 1.678 | .337 |
| V79 | 206 | 6 | 0 | 6 | 157 | .76 | .106 | 1.516 | 2.299 | 2.071 | .169 | 3.308 | .337 |
| V80 | 206 | 6 | 0 | 6 | 256 | 1.24 | .112 | 1.608 | 2.585 | 1.412 | .169 | 1.287 | .337 |
| V81 | 206 | 6 | 0 | 6 | 237 | 1.15 | .106 | 1.515 | 2.294 | 1.494 | .169 | 1.552 | .337 |
| V82 | 206 | 6 | 0 | 6 | 208 | 1.01 | .109 | 1.562 | 2.439 | 1.652 | .169 | 1.906 | .337 |
| V83 | 206 | 6 | 0 | 6 | 248 | 1.20 | .107 | 1.529 | 2.339 | 1.288 | .169 | .979 | .337 |
| V84 | 206 | 6 | 0 | 6 | 197 | .96 | .107 | 1.538 | 2.364 | 1.595 | .169 | 1.573 | .337 |
| V85 | 206 | 6 | 0 | 6 | 175 | .85 | .116 | 1.671 | 2.792 | 2.002 | .169 | 2.838 | .337 |
| V86 | 206 | 6 | 0 | 6 | 159 | .77 | .109 | 1.565 | 2.450 | 2.118 | .169 | 3.422 | .337 |
| V87 | 206 | 6 | 0 | 6 | 220 | 1.07 | .115 | 1.648 | 2.717 | 1.599 | .169 | 1.537 | .337 |
| Valid N (listwise) | 206 |  |  |  |  |  |  |  |  |  |  |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Paired Samples Statistics** | | | | | |
|  | | Mean | N | Std. Deviation | Std. Error Mean |
| Pair 1 | Presenteeism Days Supplementary analysis 1:  Counterproductive work behaviors (CPBs) (People's behavior change at workplace) | 1.02 | 206 | 1.543 | .107 |
| V79 | .76 | 206 | 1.516 | .106 |
| Pair 2 | V80 | 1.24 | 206 | 1.608 | .112 |
| V81 | 1.15 | 206 | 1.515 | .106 |
| Pair 3 | V82 | 1.01 | 206 | 1.562 | .109 |
| V83 | 1.20 | 206 | 1.529 | .107 |
| Pair 4 | V84 | .96 | 206 | 1.538 | .107 |
| V85 | .85 | 206 | 1.671 | .116 |
| Pair 5 | V86 | .77 | 206 | 1.565 | .109 |
| V87 | 1.07 | 206 | 1.648 | .115 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Paired Samples Correlations** | | | | |
|  | | N | Correlation | Sig. |
| Pair 1 | Presenteeism Days Supplementary analysis 1:  Counterproductive work behaviors (CPBs) (People's behavior change at workplace) & V79 | 206 | .824 | .000 |
| Pair 2 | V80 & V81 | 206 | .690 | .000 |
| Pair 3 | V82 & V83 | 206 | .741 | .000 |
| Pair 4 | V84 & V85 | 206 | .829 | .000 |
| Pair 5 | V86 & V87 | 206 | .806 | .000 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Paired Samples Test** | | | | | | | | | |
|  | | Paired Differences | | | | | t | df | Sig. (2-tailed) |
| Mean | Std. Deviation | Std. Error Mean | 95% Confidence Interval of the Difference | |
| Lower | Upper |
| Pair 1 | Presenteeism Days Supplementary analysis 1:  Counterproductive work behaviors (CPBs) (People's behavior change at workplace) - V79 | .257 | .909 | .063 | .132 | .382 | 4.063 | 205 | .000 |
| Pair 2 | V80 - V81 | .092 | 1.232 | .086 | -.077 | .261 | 1.074 | 205 | .284 |
| Pair 3 | V82 - V83 | -.194 | 1.114 | .078 | -.347 | -.041 | -2.503 | 205 | .013 |
| Pair 4 | V84 - V85 | .107 | .946 | .066 | -.023 | .237 | 1.619 | 205 | .107 |
| Pair 5 | V86 - V87 | -.296 | 1.005 | .070 | -.434 | -.158 | -4.230 | 205 | .000 |

Supplementary analysis - "The cognitive Failures Questionaire"-About minor mistakes which everyone makes from time to time, but some of which happen more often than others.-CJ-DH-The following questions are about minor mistakes which everyone makes from time to time, but some of which happen more often than others. We want to know how often these things have happened to you in the past six months.

Very often (1) Quite often (2) Occasionally (3) Very rarely (4) Never (5)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | | | | | | | | | |
|  | N | Range | Minimum | Maximum | Sum | Mean | | Std. Deviation | Variance | Skewness | | Kurtosis | |
| Statistic | Statistic | Statistic | Statistic | Statistic | Statistic | Std. Error | Statistic | Statistic | Statistic | Std. Error | Statistic | Std. Error |
| Presenteeism Days Supplementary analysis 2:  The Cognitive Failures Questionnaire (People's behavior in daily life) | 206 | 4 | 1 | 5 | 705 | 3.42 | .070 | 1.008 | 1.016 | -.550 | .169 | .133 | .337 |
| V89 | 206 | 4 | 1 | 5 | 761 | 3.69 | .076 | 1.090 | 1.189 | -.667 | .169 | -.082 | .337 |
| V90 | 206 | 4 | 1 | 5 | 815 | 3.96 | .080 | 1.149 | 1.320 | -1.083 | .169 | .466 | .337 |
| V91 | 206 | 4 | 1 | 5 | 853 | 4.14 | .082 | 1.183 | 1.400 | -1.293 | .169 | .673 | .337 |
| V92 | 206 | 4 | 1 | 5 | 855 | 4.15 | .079 | 1.127 | 1.270 | -1.312 | .169 | .889 | .337 |
| V93 | 206 | 4 | 1 | 5 | 790 | 3.83 | .074 | 1.060 | 1.124 | -.881 | .169 | .382 | .337 |
| V94 | 206 | 4 | 1 | 5 | 720 | 3.50 | .080 | 1.147 | 1.315 | -.370 | .169 | -.662 | .337 |
| V95 | 206 | 4 | 1 | 5 | 766 | 3.72 | .078 | 1.112 | 1.237 | -.777 | .169 | .064 | .337 |
| V96 | 206 | 4 | 1 | 5 | 766 | 3.72 | .079 | 1.138 | 1.296 | -.691 | .169 | -.229 | .337 |
| V97 | 206 | 4 | 1 | 5 | 802 | 3.89 | .076 | 1.095 | 1.198 | -.778 | .169 | -.111 | .337 |
| V98 | 206 | 4 | 1 | 5 | 776 | 3.77 | .087 | 1.251 | 1.565 | -.803 | .169 | -.359 | .337 |
| V99 | 206 | 4 | 1 | 5 | 844 | 4.10 | .082 | 1.177 | 1.386 | -1.205 | .169 | .453 | .337 |
| V100 | 206 | 4 | 1 | 5 | 799 | 3.88 | .082 | 1.177 | 1.385 | -.940 | .169 | .041 | .337 |
| V101 | 206 | 4 | 1 | 5 | 804 | 3.90 | .078 | 1.122 | 1.259 | -1.021 | .169 | .492 | .337 |
| V102 | 206 | 4 | 1 | 5 | 712 | 3.46 | .082 | 1.171 | 1.371 | -.437 | .169 | -.652 | .337 |
| V103 | 206 | 4 | 1 | 5 | 852 | 4.14 | .081 | 1.165 | 1.357 | -1.390 | .169 | 1.117 | .337 |
| V104 | 206 | 4 | 1 | 5 | 779 | 3.78 | .079 | 1.137 | 1.294 | -.767 | .169 | -.167 | .337 |
| V105 | 206 | 4 | 1 | 5 | 851 | 4.13 | .081 | 1.159 | 1.344 | -1.340 | .169 | .975 | .337 |
| V106 | 206 | 4 | 1 | 5 | 750 | 3.64 | .081 | 1.159 | 1.343 | -.594 | .169 | -.418 | .337 |
| V107 | 206 | 4 | 1 | 5 | 736 | 3.57 | .080 | 1.144 | 1.309 | -.585 | .169 | -.369 | .337 |
| V108 | 206 | 4 | 1 | 5 | 729 | 3.54 | .079 | 1.137 | 1.294 | -.468 | .169 | -.477 | .337 |
| V109 | 206 | 4 | 1 | 5 | 702 | 3.41 | .072 | 1.035 | 1.072 | -.403 | .169 | -.172 | .337 |
| V110 | 206 | 4 | 1 | 5 | 797 | 3.87 | .082 | 1.172 | 1.373 | -.881 | .169 | -.079 | .337 |
| V111 | 206 | 4 | 1 | 5 | 803 | 3.90 | .077 | 1.102 | 1.214 | -.945 | .169 | .265 | .337 |
| V112 | 206 | 4 | 1 | 5 | 774 | 3.76 | .079 | 1.135 | 1.287 | -.745 | .169 | -.123 | .337 |
| Valid N (listwise) | 206 |  |  |  |  |  |  |  |  |  |  |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Paired Samples Statistics** | | | | | |
|  | | Mean | N | Std. Deviation | Std. Error Mean |
| Pair 1 | Presenteeism Days Supplementary analysis 2:  The Cognitive Failures Questionnaire (People's behavior in daily life) | 3.42 | 206 | 1.008 | .070 |
| V89 | 3.69 | 206 | 1.090 | .076 |
| Pair 2 | V90 | 3.96 | 206 | 1.149 | .080 |
| V91 | 4.14 | 206 | 1.183 | .082 |
| Pair 3 | V92 | 4.15 | 206 | 1.127 | .079 |
| V93 | 3.83 | 206 | 1.060 | .074 |
| Pair 4 | V94 | 3.50 | 206 | 1.147 | .080 |
| V95 | 3.72 | 206 | 1.112 | .078 |
| Pair 5 | V96 | 3.72 | 206 | 1.138 | .079 |
| V97 | 3.89 | 206 | 1.095 | .076 |
| Pair 6 | V98 | 3.77 | 206 | 1.251 | .087 |
| V99 | 4.10 | 206 | 1.177 | .082 |
| Pair 7 | V100 | 3.88 | 206 | 1.177 | .082 |
| V101 | 3.90 | 206 | 1.122 | .078 |
| Pair 8 | V102 | 3.46 | 206 | 1.171 | .082 |
| V103 | 4.14 | 206 | 1.165 | .081 |
| Pair 9 | V104 | 3.78 | 206 | 1.137 | .079 |
| V105 | 4.13 | 206 | 1.159 | .081 |
| Pair 10 | V106 | 3.64 | 206 | 1.159 | .081 |
| V107 | 3.57 | 206 | 1.144 | .080 |
| Pair 11 | V108 | 3.54 | 206 | 1.137 | .079 |
| V109 | 3.41 | 206 | 1.035 | .072 |
| Pair 12 | V110 | 3.87 | 206 | 1.172 | .082 |
| V111 | 3.90 | 206 | 1.102 | .077 |
| Pair 13 | V112 | 3.76 | 206 | 1.135 | .079 |
| Presenteeism Days Supplementary analysis 2:  The Cognitive Failures Questionnaire (People's behavior in daily life) | 3.42 | 206 | 1.008 | .070 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Paired Samples Correlations** | | | | |
|  | | N | Correlation | Sig. |
| Pair 1 | Presenteeism Days Supplementary analysis 2:  The Cognitive Failures Questionnaire (People's behavior in daily life) & V89 | 206 | .531 | .000 |
| Pair 2 | V90 & V91 | 206 | .676 | .000 |
| Pair 3 | V92 & V93 | 206 | .617 | .000 |
| Pair 4 | V94 & V95 | 206 | .596 | .000 |
| Pair 5 | V96 & V97 | 206 | .590 | .000 |
| Pair 6 | V98 & V99 | 206 | .681 | .000 |
| Pair 7 | V100 & V101 | 206 | .645 | .000 |
| Pair 8 | V102 & V103 | 206 | .566 | .000 |
| Pair 9 | V104 & V105 | 206 | .632 | .000 |
| Pair 10 | V106 & V107 | 206 | .538 | .000 |
| Pair 11 | V108 & V109 | 206 | .546 | .000 |
| Pair 12 | V110 & V111 | 206 | .689 | .000 |
| Pair 13 | V112 & Presenteeism Days Supplementary analysis 2:  The Cognitive Failures Questionnaire (People's behavior in daily life) | 206 | .448 | .000 |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Paired Samples Test** | | | | | | | | | |
|  | | Paired Differences | | | | | t | df | Sig. (2-tailed) |
| Mean | Std. Deviation | Std. Error Mean | 95% Confidence Interval of the Difference | |
| Lower | Upper |
| Pair 1 | Presenteeism Days Supplementary analysis 2:  The Cognitive Failures Questionnaire (People's behavior in daily life) - V89 | -.272 | 1.019 | .071 | -.412 | -.132 | -3.830 | 205 | .000 |
| Pair 2 | V90 - V91 | -.184 | .940 | .065 | -.314 | -.055 | -2.818 | 205 | .005 |
| Pair 3 | V92 - V93 | .316 | .959 | .067 | .184 | .447 | 4.723 | 205 | .000 |
| Pair 4 | V94 - V95 | -.223 | 1.016 | .071 | -.363 | -.084 | -3.154 | 205 | .002 |
| Pair 5 | V96 - V97 | -.175 | 1.011 | .070 | -.314 | -.036 | -2.480 | 205 | .014 |
| Pair 6 | V98 - V99 | -.330 | .972 | .068 | -.464 | -.197 | -4.876 | 205 | .000 |
| Pair 7 | V100 - V101 | -.024 | .970 | .068 | -.158 | .109 | -.359 | 205 | .720 |
| Pair 8 | V102 - V103 | -.680 | 1.088 | .076 | -.829 | -.530 | -8.962 | 205 | .000 |
| Pair 9 | V104 - V105 | -.350 | .985 | .069 | -.485 | -.214 | -5.094 | 205 | .000 |
| Pair 10 | V106 - V107 | .068 | 1.107 | .077 | -.084 | .220 | .881 | 205 | .379 |
| Pair 11 | V108 - V109 | .131 | 1.039 | .072 | -.012 | .274 | 1.810 | 205 | .072 |
| Pair 12 | V110 - V111 | -.029 | .899 | .063 | -.153 | .094 | -.465 | 205 | .643 |
| Pair 13 | V112 - Presenteeism Days Supplementary analysis 2:  The Cognitive Failures Questionnaire (People's behavior in daily life) | .335 | 1.130 | .079 | .180 | .490 | 4.253 | 205 | .000 |

EXTRA ANALYSIS

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **PartVAttenCheck** | | | | |
|  | | Value | Count | Percent |
| Standard Attributes | Position | 31 |  |  |
| Label | Attention Check (1 = P, 2 = N, 3 = M) |  |  |
| Type | Numeric |  |  |
| Format | F8 |  |  |
| Measurement | Nominal |  |  |
| Role | Input |  |  |
| Valid Values | 1 | Positive | 19 | 31.7% |
| 2 | Neutral | 18 | 30.0% |
| 3 | Negative | 23 | 38.3% |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **PartVAttenCheckns** | | | | |
|  | | Value | Count | Percent |
| Standard Attributes | Position | 32 |  |  |
| Label | Attention Check (1 = P, 2 = N, 3 = M) |  |  |
| Type | Numeric |  |  |
| Format | F8 |  |  |
| Measurement | Nominal |  |  |
| Role | Input |  |  |
| Valid Values | 1 | Positive | 23 | 38.3% |
| 2 | Neutral | 20 | 33.3% |
| 3 | Negative | 17 | 28.3% |

**Bayesian ANOVA**

[DataSet2] E:\ONLINE WORKING\SPSS\_Data\_Analysis\Primacy Study One Summer 2021 CLASS Data.sav

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Bayesian Estimates of Coefficientsa,b,c,d** | | | | | |
| Parameter | Posterior | | | 95% Credible Interval | |
| Mode | Mean | Variance | Lower Bound | Upper Bound |
| Condition (1 = P, 2 = N, 3 = M) = Positive-trait first (P) | 4.307 | 4.307 | .039 | 3.919 | 4.694 |
| Condition (1 = P, 2 = N, 3 = M) = Negative-trait first (N) | 3.889 | 3.889 | .049 | 3.452 | 4.325 |
| Condition (1 = P, 2 = N, 3 = M) = Mixed-trait (M) | 3.778 | 3.778 | .046 | 3.358 | 4.197 |
| a. Dependent Variable: Part II: I think Casey is imaginative | | | | | |
| b. Model: Condition (1 = P, 2 = N, 3 = M) | | | | | |
| c. Regression Weight Variable: Part II: I think Casey is pleasant | | | | | |
| d. Assume standard reference priors. | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Bayesian Estimates of Error Variancea** | | | | | |
| Parameter | Posterior | | | 95% Credible Interval | |
| Mode | Mean | Variance | Lower Bound | Upper Bound |
| Error variance | 5.107 | 5.333 | .646 | 3.986 | 7.127 |
| a. Assume standard reference priors. | | | | | |

**Bayesian ANOVA**

[DataSet5] E:\ONLINE WORKING\SPSS\_Data\_Analysis\Primacy Study One Summer 2021 CLASS Data.sav

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Bayesian Estimates of Coefficientsa,b,c,d** | | | | | |
| Parameter | Posterior | | | 95% Credible Interval | |
| Mode | Mean | Variance | Lower Bound | Upper Bound |
| Attention Check (1 = P, 2 = N, 3 = M) = Positive | 1.400 | 1.400 | .011 | 1.196 | 1.604 |
| Attention Check (1 = P, 2 = N, 3 = M) = Neutral | 2.900 | 2.900 | .012 | 2.683 | 3.117 |
| Attention Check (1 = P, 2 = N, 3 = M) = Negative | 1.895 | 1.895 | .009 | 1.713 | 2.076 |
| a. Dependent Variable: Condition (1 = P, 2 = N, 3 = M) | | | | | |
| b. Model: Attention Check (1 = P, 2 = N, 3 = M) | | | | | |
| c. Regression Weight Variable: Gender (1 = M, 2 = F) | | | | | |
| d. Assume standard reference priors. | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Bayesian Estimates of Error Variancea** | | | | | |
| Parameter | Posterior | | | 95% Credible Interval | |
| Mode | Mean | Variance | Lower Bound | Upper Bound |
| Error variance | .466 | .486 | .005 | .363 | .650 |
| a. Assume standard reference priors. | | | | | |