R Code meta-analysis energy

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## ── Attaching packages ─────────────────────────────────────── tidyverse 1.3.2 ──  
## ✔ ggplot2 3.4.0 ✔ purrr 1.0.0   
## ✔ tibble 3.1.8 ✔ dplyr 1.0.10  
## ✔ tidyr 1.2.1 ✔ stringr 1.5.0   
## ✔ readr 2.1.3 ✔ forcats 0.5.2   
## ── Conflicts ────────────────────────────────────────── tidyverse\_conflicts() ──  
## ✖ dplyr::filter() masks stats::filter()  
## ✖ dplyr::lag() masks stats::lag()  
## ----------------------------------------------------- psychmeta version 2.6.5 --  
##   
##   
## Please report any bugs to github.com/psychmeta/psychmeta/issues  
## or issues@psychmeta.com  
##   
##   
## We work hard to produce these open-source tools for the R community.  
## Please cite psychmeta when you use it in your research:  
## Dahlke, J. A., & Wiernik, B. M. (2019). psychmeta: An R package for  
## psychometric meta-analysis. Applied Psychological Measurement, 43(5), 415-416.  
## https://doi.org/10.1177/0146621618795933  
##   
##   
## --------------------------------------------------------------- Version check --  
##   
## ✖ Version check not run.  
##   
##   
## Attaching package: 'flextable'  
##   
##   
## The following object is masked from 'package:purrr':  
##   
## compose  
##   
##   
## New names:

# Descriptives

Overall *k* = 199; Overall *N* = 117356.

| scale\_energy\_moderator | n |
| --- | --- |
| Other | 207 |
| SMVM | 84 |
| SVS | 68 |
| UWES | 585 |

Sample sizes ranged between 29 and 12499 (*M* = 670, *SD* = 1450).

The mean age across studies was *M* = 38.76 (*SD* = 6.42).

The mean percentage of male study participants across all studies was 41.59 (*SD* = 20.22)

| clean\_country | Freq |
| --- | --- |
| China | 19 |
| Germany | 19 |
| Finland | 16 |
| USA | 16 |
| Netherlands | 13 |
| Spain | 12 |
| Israel | 11 |
| Belgium | 10 |
| South Africa | 9 |
| Australia | 8 |
| various | 7 |
| France | 5 |
| Poland | 5 |
| Italy | 4 |
| UK | 4 |
| Portugal | 3 |
| Romania | 3 |
| Austria | 2 |
| Mexico | 2 |
| Sweden | 2 |
| Argentina | 1 |
| Brazil & Portugal | 1 |
| Canada | 1 |
| Iran | 1 |
| Japan | 1 |
| Korea | 1 |
| Nigeria | 1 |
| Norway | 1 |
| Pakistan | 1 |
| Queensland | 1 |
| Russia | 1 |
| South Korea | 1 |
| Thailand | 1 |

# Data analysis

## Bivariate relationships

We conducted a meta-analysis to examine the relationship between energy and the variables included in our theoretical model (Figure X). We calculated sample-weighted correlations to account for sampling error and corrected for measurement error by considering lack of perfect reliability (Schmidt & Hunter, 2023). We reported both sample size weighted (*r*) and sample size-weighted and reliability-corrected correlations () along with their 95% confidence intervals. We used only one effect size for a relationship between energy and an antecedent/outcome variable per independent sample to ensure the independence of effect size estimates. We averaged scores for studies reporting associations between energy and multiple variables belonging to the same construct. To examine heterogeneity in the obtained estimates, we computed 80% credibility intervals for (). A wide credibility interval indicates potential moderators may be present (Wiernik et al., 2017). To interpret the correlation estimates, we followed the recommendations by (Wiernik et al., 2017) for overall effect sizes in organizational psychology research and considered () < .15 as negligible, () ≥ .15 as weak, () ≥ .25 as moderate, and () ≥ .39 as strong. All bivariate analyses were conducted using the *psychmeta* package (Dahlke & Wiernik, 2019) for the R statistical computing environment (R Core Team, 2022). We also tested for moderation by the energy scale used, study design (cross-sectional vs. longitudinal vs. daily diary), and the rater (self-rated vs. other-rated vs. other) for performance. Moderator analyses were conducted for each moderator category that was present in *k* > 1 independent samples, using the *metafor* package (Viechtbauer, 2010) for the R statistical computing environment (R Core Team, 2022).

## Publication bias and sensitivity analyses

To assess whether studies with lower precision could substantially alter the results of meta-analytic analyses, we conducted cumulative meta-analysis (Borenstein et al., 2021). This method involves a series of iterative meta-analyses in which a single effect size for a specific relationship is added at a time in decreasing order of precision. The effect sizes that are added first represent the most precise estimates of the population effect size. If studies with lower precision are found to bias the meta-analytic estimates, the cumulative results will drift as less precise studies are added (Borenstein et al., 2021).

# Individually corrected meta-analysis

## Job & Organizational Resources

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 1 missing sample\_id label identified: Missing label has been replaced by a generic designatorFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | NAME\_Criterion y\_specific concept category2 | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Job & Organizational Resources | All Levels | 95 | 55,951 | 0.27 | 0.15 | 0.32 | 0.18 | [0.28, 0.36] | [ 0.09, 0.55] |
| Energy | Job & Organizational Resources | Climate culture | 4 | 2,295 | 0.31 | 0.09 | 0.35 | 0.08 | [0.21, 0.49] | [ 0.23, 0.48] |
| Energy | Job & Organizational Resources | Community interrelatedness | 11 | 5,123 | 0.26 | 0.31 | 0.32 | 0.35 | [0.08, 0.56] | [-0.16, 0.81] |
| Energy | Job & Organizational Resources | Job autonomy | 32 | 19,353 | 0.24 | 0.18 | 0.29 | 0.22 | [0.21, 0.37] | [ 0.01, 0.58] |
| Energy | Job & Organizational Resources | Leadership | 15 | 4,901 | 0.41 | 0.14 | 0.46 | 0.14 | [0.37, 0.54] | [ 0.27, 0.65] |
| Energy | Job & Organizational Resources | Learning development opportunities | 6 | 2,716 | 0.39 | 0.09 | 0.48 | 0.10 | [0.37, 0.60] | [ 0.34, 0.63] |
| Energy | Job & Organizational Resources | Other job resources | 8 | 4,329 | 0.34 | 0.07 | 0.42 | 0.07 | [0.35, 0.49] | [ 0.32, 0.52] |
| Energy | Job & Organizational Resources | other organizational resources | 10 | 5,595 | 0.33 | 0.13 | 0.39 | 0.16 | [0.27, 0.51] | [ 0.17, 0.62] |
| Energy | Job & Organizational Resources | Person-job fit | 4 | 1,662 | 0.43 | 0.09 | 0.54 | 0.14 | [0.31, 0.77] | [ 0.32, 0.76] |
| Energy | Job & Organizational Resources | Social support | 41 | 25,928 | 0.24 | 0.13 | 0.28 | 0.15 | [0.23, 0.33] | [ 0.09, 0.47] |
| Energy | Job & Organizational Resources | Trust & fairness | 7 | 4,036 | 0.33 | 0.06 | 0.40 | 0.07 | [0.33, 0.48] | [ 0.30, 0.50] |

## Job Demands & Stressors

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 4 missing sample\_id labels identified: Missing labels have been replaced by unique generic designatorsFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | NAME\_Criterion y\_specific concept category2 | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Job Demands & Stressors | All Levels | 91 | 56,214 | -0.15 | 0.15 | -0.18 | 0.17 | [-0.22, -0.14] | [-0.40, 0.04] |
| Energy | Job Demands & Stressors | Cognitive demands | 5 | 3,676 | 0.11 | 0.06 | 0.14 | 0.07 | [ 0.04, 0.24] | [ 0.04, 0.25] |
| Energy | Job Demands & Stressors | Conflict | 14 | 7,118 | -0.15 | 0.12 | -0.18 | 0.14 | [-0.27, -0.10] | [-0.37, 0.00] |
| Energy | Job Demands & Stressors | Emotional demands | 8 | 4,655 | -0.18 | 0.12 | -0.22 | 0.13 | [-0.34, -0.10] | [-0.41, -0.03] |
| Energy | Job Demands & Stressors | Job demands stressors (various, mixed, unsepecified) | 27 | 13,282 | -0.08 | 0.14 | -0.10 | 0.16 | [-0.17, -0.03] | [-0.31, 0.11] |
| Energy | Job Demands & Stressors | Job insecurity | 13 | 17,397 | -0.21 | 0.11 | -0.24 | 0.11 | [-0.31, -0.17] | [-0.39, -0.09] |
| Energy | Job Demands & Stressors | Quantitative job demands workload | 35 | 17,116 | -0.04 | 0.19 | -0.05 | 0.22 | [-0.13, 0.03] | [-0.34, 0.24] |
| Energy | Job Demands & Stressors | Social demands interpersonal aggression leaders | 18 | 8,138 | -0.30 | 0.16 | -0.34 | 0.17 | [-0.43, -0.25] | [-0.57, -0.11] |

## Personal Resources

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | NAME\_Criterion y\_specific concept category2 | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Personal Resources | All Levels | 36 | 18,365 | 0.39 | 0.19 | 0.46 | 0.23 | [ 0.38, 0.54] | [ 0.17, 0.76] |
| Energy | Personal Resources | Core self-evaluation | 6 | 3,790 | 0.51 | 0.26 | 0.58 | 0.30 | [ 0.26, 0.90] | [ 0.13, 1.03] |
| Energy | Personal Resources | Employability | 4 | 4,044 | 0.18 | 0.07 | 0.20 | 0.08 | [ 0.06, 0.34] | [ 0.07, 0.33] |
| Energy | Personal Resources | Mindfulness | 4 | 588 | 0.23 | 0.27 | 0.25 | 0.34 | [-0.31, 0.81] | [-0.31, 0.81] |
| Energy | Personal Resources | Psychological capital | 9 | 5,481 | 0.46 | 0.11 | 0.55 | 0.12 | [ 0.45, 0.65] | [ 0.38, 0.72] |
| Energy | Personal Resources | Self-efficacy | 9 | 3,103 | 0.44 | 0.11 | 0.54 | 0.11 | [ 0.45, 0.63] | [ 0.39, 0.69] |
| Energy | Personal Resources | Self-esteem | 7 | 2,344 | 0.48 | 0.09 | 0.54 | 0.08 | [ 0.46, 0.63] | [ 0.43, 0.65] |

## Work-related attitudes

##   
## Attaching package: 'kableExtra'

## The following objects are masked from 'package:flextable':  
##   
## as\_image, footnote

## The following object is masked from 'package:dplyr':  
##   
## group\_rows

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 1 missing sample\_id label identified: Missing label has been replaced by a generic designatorFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | NAME\_Criterion y\_specific concept category2 | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Work-related attitudes | All Levels | 50 | 48,733 | 0.40 | 0.19 | 0.48 | 0.22 | [0.41, 0.54] | [0.20, 0.76] |
| Energy | Work-related attitudes | Job satisfaction | 45 | 46,446 | 0.41 | 0.18 | 0.49 | 0.20 | [0.43, 0.55] | [0.22, 0.75] |
| Energy | Work-related attitudes | Organizational commitment | 13 | 6,873 | 0.43 | 0.26 | 0.52 | 0.29 | [0.35, 0.70] | [0.13, 0.92] |

## Positive Well-being

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 3 missing sample\_id labels identified: Missing labels have been replaced by unique generic designatorsFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | NAME\_Criterion y\_specific concept category2 | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Positive Well-being | All Levels | 72 | 33,685 | 0.42 | 0.18 | 0.51 | 0.22 | [0.46, 0.56] | [0.23, 0.79] |
| Energy | Positive Well-being | Detachment | 8 | 3,658 | 0.15 | 0.06 | 0.17 | 0.05 | [0.11, 0.23] | [0.11, 0.24] |
| Energy | Positive Well-being | Life satisfaction | 8 | 13,757 | 0.47 | 0.13 | 0.59 | 0.17 | [0.44, 0.73] | [0.34, 0.83] |
| Energy | Positive Well-being | Positive affect | 22 | 7,327 | 0.45 | 0.16 | 0.54 | 0.19 | [0.45, 0.63] | [0.28, 0.79] |
| Energy | Positive Well-being | Psychological well-being | 36 | 11,126 | 0.45 | 0.21 | 0.55 | 0.23 | [0.48, 0.63] | [0.25, 0.85] |
| Energy | Positive Well-being | Recovery | 24 | 5,918 | 0.25 | 0.15 | 0.30 | 0.16 | [0.22, 0.37] | [0.09, 0.50] |

## Negative Well-being

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | NAME\_Criterion y\_ConceptGroup\_Category3 | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Negative well-being | All Levels | 105 | 59,885 | -0.37 | 0.22 | -0.43 | 0.25 | [-0.48, -0.38] | [-0.76, -0.11] |
| Energy | Negative well-being | Burnout composite or other | 7 | 3,315 | -0.56 | 0.17 | -0.63 | 0.19 | [-0.80, -0.45] | [-0.90, -0.36] |
| Energy | Negative well-being | Cynicism Deperso | 20 | 15,568 | -0.46 | 0.20 | -0.56 | 0.22 | [-0.67, -0.46] | [-0.86, -0.27] |
| Energy | Negative well-being | Exhaustion | 56 | 34,238 | -0.34 | 0.32 | -0.39 | 0.37 | [-0.49, -0.30] | [-0.87, 0.08] |
| Energy | Negative well-being | Negative affect | 15 | 5,425 | -0.24 | 0.11 | -0.29 | 0.13 | [-0.37, -0.22] | [-0.46, -0.13] |
| Energy | Negative well-being | Negative psychological well-being various | 38 | 20,497 | -0.31 | 0.25 | -0.37 | 0.29 | [-0.46, -0.27] | [-0.74, 0.01] |
| Energy | Negative well-being | Physical ill-health | 6 | 5,536 | -0.32 | 0.08 | -0.39 | 0.07 | [-0.47, -0.31] | [-0.49, -0.29] |
| Energy | Negative well-being | Reduced efficacy low personal accomplishment | 8 | 3,151 | -0.50 | 0.14 | -0.63 | 0.16 | [-0.77, -0.49] | [-0.86, -0.41] |
| Energy | Negative well-being | Sleep complaints | 3 | 485 | -0.27 | 0.22 | -0.32 | 0.24 | [-0.95, 0.31] | [-0.77, 0.13] |

## Job Performance

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | NAME\_Criterion y\_specific concept category2 | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Job Performance | All Levels | 44 | 25,968 | 0.32 | 0.13 | 0.37 | 0.15 | [0.33, 0.42] | [0.18, 0.56] |
| Energy | Job Performance | Contextual perfromance | 21 | 9,770 | 0.35 | 0.08 | 0.41 | 0.10 | [0.36, 0.46] | [0.27, 0.54] |
| Energy | Job Performance | Task performance | 27 | 18,248 | 0.29 | 0.14 | 0.35 | 0.16 | [0.28, 0.42] | [0.14, 0.56] |

## Negative work-related intentions

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | NAME\_Criterion y\_specific concept category2 | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Negative work-related intentions | All Levels | 25 | 17,131 | -0.21 | 0.26 | -0.26 | 0.31 | [-0.39, -0.13] | [-0.67, 0.15] |
| Energy | Negative work-related intentions | CWB | 8 | 3,006 | -0.25 | 0.29 | -0.30 | 0.34 | [-0.58, -0.01] | [-0.77, 0.18] |
| Energy | Negative work-related intentions | Turnover intention | 17 | 14,125 | -0.21 | 0.26 | -0.27 | 0.30 | [-0.43, -0.12] | [-0.68, 0.13] |

# Moderation analyses: Energy scale

## [1] "Job satisfaction" "Organizational commitment"

## Job & Organizational Resources

## [1] "Leadership" "Climate culture"   
## [3] "Community interrelatedness" "Trust & fairness"   
## [5] "Other job resources" "Job autonomy"   
## [7] "Learning development opportunities" "other organizational resources"   
## [9] "Person-job fit" "Social support"

### Overall

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 1 missing sample\_id label identified: Missing label has been replaced by a generic designatorFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Job & Organizational Resources | All Levels | 95 | 55,951 | 0.27 | 0.15 | 0.32 | 0.18 | [0.28, 0.36] | [0.09, 0.55] |
| Energy | Job & Organizational Resources | Other | 21 | 6,509 | 0.37 | 0.16 | 0.43 | 0.17 | [0.35, 0.52] | [0.21, 0.66] |
| Energy | Job & Organizational Resources | SMVM | 13 | 4,890 | 0.38 | 0.10 | 0.43 | 0.11 | [0.35, 0.50] | [0.28, 0.58] |
| Energy | Job & Organizational Resources | SVS | 6 | 2,633 | 0.23 | 0.16 | 0.27 | 0.17 | [0.09, 0.45] | [0.03, 0.51] |
| Energy | Job & Organizational Resources | UWES | 57 | 42,254 | 0.25 | 0.15 | 0.29 | 0.17 | [0.25, 0.34] | [0.07, 0.52] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | 0.43 | 0.43 | 0.01 | [-0.10, 0.11] |
| Other | SVS | 0.43 | 0.27 | 0.16 | [ 0.00, 0.33] |
| Other | UWES | 0.43 | 0.29 | 0.14 | [ 0.05, 0.23] |
| SMVM | SVS | 0.43 | 0.27 | 0.16 | [-0.01, 0.32] |
| SMVM | UWES | 0.43 | 0.29 | 0.13 | [ 0.05, 0.22] |
| SVS | UWES | 0.27 | 0.29 | -0.02 | [-0.17, 0.13] |

### Climate culture

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Climate culture | All Levels | 4 | 2,295 | 0.31 | 0.09 | 0.37 | 0.07 | [ 0.23, 0.50] | [0.25, 0.48] |
| Energy | Climate culture | SMVM | 1 | 222 | 0.11 | NA | 0.14 | NA | [-0.03, 0.31] | [ NA, NA] |
| Energy | Climate culture | SVS | 1 | 226 | 0.37 | NA | 0.40 | NA | [ 0.28, 0.53] | [ NA, NA] |
| Energy | Climate culture | UWES | 2 | 1,847 | 0.33 | 0.06 | 0.37 | 0.06 | [-0.21, 0.95] | [0.20, 0.54] |

#### ANOVA

### Community interrelatedness

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Community interrelatedness | All Levels | 11 | 5,123 | 0.26 | 0.31 | 0.32 | 0.35 | [ 0.08, 0.56] | [-0.16, 0.81] |
| Energy | Community interrelatedness | Other | 4 | 1,607 | 0.38 | 0.09 | 0.43 | 0.10 | [ 0.26, 0.61] | [ 0.27, 0.59] |
| Energy | Community interrelatedness | SMVM | 4 | 625 | 0.55 | 0.19 | 0.64 | 0.21 | [ 0.28, 0.99] | [ 0.29, 0.99] |
| Energy | Community interrelatedness | UWES | 3 | 2,891 | 0.13 | 0.39 | 0.17 | 0.48 | [-1.02, 1.37] | [-0.73, 1.08] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | 0.43 | 0.64 | -0.20 | [-0.51, 0.10] |
| Other | UWES | 0.43 | 0.17 | 0.26 | [-0.47, 0.98] |
| SMVM | UWES | 0.64 | 0.17 | 0.46 | [-0.31, 1.23] |

### Job autonomy

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Job autonomy | All Levels | 32 | 19,353 | 0.24 | 0.18 | 0.29 | 0.22 | [ 0.21, 0.37] | [ 0.01, 0.58] |
| Energy | Job autonomy | Other | 6 | 1,511 | 0.32 | 0.11 | 0.37 | 0.12 | [ 0.23, 0.52] | [ 0.19, 0.55] |
| Energy | Job autonomy | SMVM | 2 | 1,144 | 0.39 | 0.02 | 0.43 | 0.00 | [ 0.38, 0.49] | [ 0.43, 0.43] |
| Energy | Job autonomy | SVS | 2 | 370 | 0.54 | 0.09 | 0.62 | 0.15 | [-0.80, 2.04] | [ 0.17, 1.07] |
| Energy | Job autonomy | UWES | 22 | 16,328 | 0.22 | 0.19 | 0.27 | 0.23 | [ 0.16, 0.37] | [-0.04, 0.57] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | 0.37 | 0.43 | -0.06 | [-0.20, 0.08] |
| Other | SVS | 0.37 | 0.62 | -0.25 | [-0.56, 0.06] |
| Other | UWES | 0.37 | 0.27 | 0.11 | [-0.05, 0.26] |
| SMVM | SVS | 0.43 | 0.62 | -0.19 | [-0.67, 0.29] |
| SMVM | UWES | 0.43 | 0.27 | 0.17 | [ 0.06, 0.27] |
| SVS | UWES | 0.62 | 0.27 | 0.36 | [ 0.10, 0.61] |

### Leadership

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Leadership | All Levels | 15 | 4,901 | 0.41 | 0.14 | 0.46 | 0.14 | [0.37, 0.54] | [0.27, 0.65] |
| Energy | Leadership | Other | 4 | 1,256 | 0.58 | 0.13 | 0.63 | 0.13 | [0.41, 0.85] | [0.42, 0.85] |
| Energy | Leadership | SMVM | 3 | 1,139 | 0.30 | 0.09 | 0.33 | 0.11 | [0.04, 0.63] | [0.14, 0.53] |
| Energy | Leadership | SVS | 3 | 631 | 0.43 | 0.07 | 0.47 | 0.05 | [0.27, 0.67] | [0.37, 0.57] |
| Energy | Leadership | UWES | 5 | 1,875 | 0.36 | 0.07 | 0.40 | 0.06 | [0.30, 0.50] | [0.31, 0.50] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | 0.63 | 0.33 | 0.30 | [ 0.05, 0.55] |
| Other | SVS | 0.63 | 0.47 | 0.16 | [-0.05, 0.38] |
| Other | UWES | 0.63 | 0.40 | 0.23 | [ 0.05, 0.41] |
| SMVM | SVS | 0.33 | 0.47 | -0.13 | [-0.36, 0.09] |
| SMVM | UWES | 0.33 | 0.40 | -0.07 | [-0.26, 0.12] |
| SVS | UWES | 0.47 | 0.40 | 0.07 | [-0.08, 0.21] |

### Learning development opportunities

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Learning development opportunities | All Levels | 6 | 2,716 | 0.39 | 0.09 | 0.48 | 0.10 | [0.37, 0.60] | [0.34, 0.63] |
| Energy | Learning development opportunities | Other | 2 | 603 | 0.33 | 0.01 | 0.45 | 0.00 | [0.38, 0.52] | [0.45, 0.45] |
| Energy | Learning development opportunities | UWES | 4 | 2,113 | 0.40 | 0.10 | 0.49 | 0.12 | [0.29, 0.69] | [0.30, 0.69] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | UWES | 0.45 | 0.49 | -0.04 | [-0.22, 0.13] |

### Person-job fit

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Person-job fit | All Levels | 4 | 1,662 | 0.43 | 0.09 | 0.54 | 0.14 | [0.31, 0.77] | [0.32, 0.76] |
| Energy | Person-job fit | Other | 1 | 139 | 0.34 | NA | 0.43 | NA | [0.25, 0.62] | [ NA, NA] |
| Energy | Person-job fit | SMVM | 1 | 222 | 0.40 | NA | 0.52 | NA | [0.37, 0.66] | [ NA, NA] |
| Energy | Person-job fit | UWES | 3 | 1,440 | 0.45 | 0.12 | 0.56 | 0.18 | [0.11, 1.02] | [0.23, 0.89] |

#### ANOVA

### Social support

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Social support | All Levels | 41 | 25,928 | 0.24 | 0.13 | 0.28 | 0.15 | [ 0.23, 0.33] | [ 0.09, 0.47] |
| Energy | Social support | Other | 6 | 1,735 | 0.29 | 0.18 | 0.34 | 0.19 | [ 0.14, 0.55] | [ 0.07, 0.61] |
| Energy | Social support | SMVM | 8 | 3,686 | 0.36 | 0.08 | 0.40 | 0.08 | [ 0.32, 0.47] | [ 0.29, 0.51] |
| Energy | Social support | SVS | 2 | 1,915 | 0.16 | 0.07 | 0.18 | 0.08 | [-0.59, 0.95] | [-0.06, 0.42] |
| Energy | Social support | UWES | 26 | 18,789 | 0.22 | 0.13 | 0.26 | 0.15 | [ 0.20, 0.32] | [ 0.06, 0.45] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | 0.34 | 0.40 | -0.06 | [-0.24, 0.13] |
| Other | SVS | 0.34 | 0.18 | 0.16 | [-0.08, 0.41] |
| Other | UWES | 0.34 | 0.26 | 0.08 | [-0.09, 0.26] |
| SMVM | SVS | 0.40 | 0.18 | 0.22 | [ 0.06, 0.38] |
| SMVM | UWES | 0.40 | 0.26 | 0.14 | [ 0.05, 0.23] |
| SVS | UWES | 0.18 | 0.26 | -0.08 | [-0.22, 0.06] |

### Other job resources

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Other job resources | All Levels | 8 | 4,329 | 0.34 | 0.07 | 0.41 | 0.06 | [ 0.35, 0.48] | [0.33, 0.50] |
| Energy | Other job resources | Other | 2 | 531 | 0.38 | 0.17 | 0.49 | 0.13 | [-0.85, 1.82] | [0.08, 0.90] |
| Energy | Other job resources | UWES | 6 | 3,798 | 0.33 | 0.06 | 0.41 | 0.06 | [ 0.33, 0.49] | [0.32, 0.50] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | UWES | 0.49 | 0.41 | 0.08 | [-0.19, 0.34] |

### other organizational resources

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | other organizational resources | All Levels | 10 | 5,595 | 0.33 | 0.13 | 0.39 | 0.16 | [ 0.27, 0.51] | [ 0.17, 0.62] |
| Energy | other organizational resources | Other | 2 | 561 | 0.18 | 0.26 | 0.19 | 0.30 | [-2.60, 2.97] | [-0.74, 1.12] |
| Energy | other organizational resources | SVS | 1 | 226 | 0.33 | NA | 0.36 | NA | [ 0.23, 0.48] | [ NA, NA] |
| Energy | other organizational resources | UWES | 7 | 4,808 | 0.35 | 0.11 | 0.42 | 0.13 | [ 0.29, 0.55] | [ 0.23, 0.62] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | UWES | 0.19 | 0.42 | -0.24 | [-0.77, 0.30] |

## Job Demands & Stressors

## [1] "Social demands interpersonal aggression leaders"   
## [2] "Job demands stressors (various, mixed, unsepecified)"  
## [3] "Cognitive demands"   
## [4] "Conflict"   
## [5] "Emotional demands"   
## [6] "Job insecurity"   
## [7] "Quantitative job demands workload"

### Overall

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 4 missing sample\_id labels identified: Missing labels have been replaced by unique generic designatorsFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Job Demands & Stressors | All Levels | 91 | 56,214 | -0.15 | 0.15 | -0.18 | 0.17 | [-0.22, -0.14] | [-0.40, 0.04] |
| Energy | Job Demands & Stressors | Other | 13 | 3,894 | -0.17 | 0.13 | -0.21 | 0.12 | [-0.29, -0.13] | [-0.37, -0.05] |
| Energy | Job Demands & Stressors | SMVM | 6 | 3,613 | -0.07 | 0.18 | -0.08 | 0.20 | [-0.29, 0.13] | [-0.37, 0.21] |
| Energy | Job Demands & Stressors | SVS | 7 | 2,568 | -0.19 | 0.09 | -0.23 | 0.08 | [-0.32, -0.13] | [-0.35, -0.11] |
| Energy | Job Demands & Stressors | UWES | 66 | 46,334 | -0.15 | 0.16 | -0.18 | 0.17 | [-0.23, -0.14] | [-0.41, 0.04] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | -0.21 | -0.08 | -0.13 | [-0.32, 0.06] |
| Other | SVS | -0.21 | -0.23 | 0.02 | [-0.09, 0.13] |
| Other | UWES | -0.21 | -0.18 | -0.03 | [-0.11, 0.06] |
| SMVM | SVS | -0.08 | -0.23 | 0.15 | [-0.05, 0.35] |
| SMVM | UWES | -0.08 | -0.18 | 0.11 | [-0.06, 0.27] |
| SVS | UWES | -0.23 | -0.18 | -0.05 | [-0.14, 0.04] |

### Cognitive demands

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Cognitive demands | All Levels | 5 | 3,676 | 0.11 | 0.06 | 0.14 | 0.07 | [0.04, 0.24] | [0.04, 0.25] |
| Energy | Cognitive demands | Other | 1 | 124 | 0.22 | NA | 0.26 | NA | [0.06, 0.45] | [ NA, NA] |
| Energy | Cognitive demands | UWES | 4 | 3,552 | 0.11 | 0.06 | 0.14 | 0.07 | [0.01, 0.27] | [0.02, 0.25] |

#### ANOVA

### Conflict

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 1 missing sample\_id label identified: Missing label has been replaced by a generic designatorFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Conflict | All Levels | 14 | 7,118 | -0.15 | 0.12 | -0.18 | 0.14 | [-0.27, -0.10] | [-0.37, 0.00] |
| Energy | Conflict | SVS | 1 | 1,719 | -0.19 | NA | -0.23 | NA | [-0.29, -0.18] | [ NA, NA] |
| Energy | Conflict | UWES | 13 | 5,399 | -0.14 | 0.14 | -0.17 | 0.16 | [-0.27, -0.07] | [-0.38, 0.04] |

#### ANOVA

### Emotional demands

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 1 missing sample\_id label identified: Missing label has been replaced by a generic designatorFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Emotional demands | All Levels | 8 | 4,655 | -0.18 | 0.12 | -0.22 | 0.13 | [-0.34, -0.10] | [-0.41, -0.03] |
| Energy | Emotional demands | UWES | 8 | 4,655 | -0.18 | 0.12 | -0.22 | 0.13 | [-0.34, -0.10] | [-0.41, -0.03] |

#### ANOVA

### Job demands stressors (various, mixed, unsepecified)

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 1 missing sample\_id label identified: Missing label has been replaced by a generic designatorFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Job demands stressors (various, mixed, unsepecified) | All Levels | 27 | 13,282 | -0.08 | 0.14 | -0.10 | 0.16 | [-0.17, -0.03] | [-0.31, 0.11] |
| Energy | Job demands stressors (various, mixed, unsepecified) | Other | 4 | 574 | -0.17 | 0.03 | -0.21 | 0.00 | [-0.26, -0.17] | [-0.21, -0.21] |
| Energy | Job demands stressors (various, mixed, unsepecified) | SMVM | 3 | 2,307 | -0.08 | 0.24 | -0.09 | 0.28 | [-0.80, 0.62] | [-0.62, 0.44] |
| Energy | Job demands stressors (various, mixed, unsepecified) | SVS | 6 | 849 | -0.23 | 0.10 | -0.26 | 0.07 | [-0.38, -0.14] | [-0.37, -0.16] |
| Energy | Job demands stressors (various, mixed, unsepecified) | UWES | 15 | 9,748 | -0.07 | 0.13 | -0.08 | 0.15 | [-0.17, 0.00] | [-0.28, 0.11] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | -0.21 | -0.09 | -0.12 | [-0.54, 0.30] |
| Other | SVS | -0.21 | -0.26 | 0.05 | [-0.06, 0.16] |
| Other | UWES | -0.21 | -0.08 | -0.13 | [-0.22, -0.04] |
| SMVM | SVS | -0.09 | -0.26 | 0.17 | [-0.23, 0.57] |
| SMVM | UWES | -0.09 | -0.08 | -0.01 | [-0.37, 0.35] |
| SVS | UWES | -0.26 | -0.08 | -0.18 | [-0.31, -0.05] |

### Job insecurity

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Job insecurity | All Levels | 13 | 17,397 | -0.21 | 0.11 | -0.24 | 0.11 | [-0.31, -0.17] | [-0.39, -0.09] |
| Energy | Job insecurity | Other | 1 | 347 | -0.15 | NA | -0.17 | NA | [-0.29, -0.05] | [ NA, NA] |
| Energy | Job insecurity | UWES | 12 | 17,050 | -0.21 | 0.11 | -0.24 | 0.11 | [-0.32, -0.17] | [-0.40, -0.09] |

#### ANOVA

### Quantitative job demands workload

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 1 missing sample\_id label identified: Missing label has been replaced by a generic designatorFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Quantitative job demands workload | All Levels | 35 | 17,116 | -0.04 | 0.19 | -0.05 | 0.22 | [-0.13, 0.03] | [-0.34, 0.24] |
| Energy | Quantitative job demands workload | Other | 5 | 1,200 | -0.11 | 0.21 | -0.14 | 0.24 | [-0.45, 0.18] | [-0.50, 0.23] |
| Energy | Quantitative job demands workload | SMVM | 2 | 1,080 | -0.04 | 0.01 | -0.04 | 0.00 | [-0.13, 0.05] | [-0.04, -0.04] |
| Energy | Quantitative job demands workload | SVS | 1 | 160 | 0.23 | NA | 0.28 | NA | [ 0.10, 0.46] | [ NA, NA] |
| Energy | Quantitative job demands workload | UWES | 27 | 14,676 | -0.04 | 0.19 | -0.05 | 0.23 | [-0.14, 0.05] | [-0.35, 0.26] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | -0.14 | -0.04 | -0.10 | [-0.39, 0.19] |
| Other | UWES | -0.14 | -0.05 | -0.09 | [-0.34, 0.16] |
| SMVM | UWES | -0.04 | -0.05 | 0.01 | [-0.09, 0.10] |

### Social demands interpersonal aggression leaders

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Social demands interpersonal aggression leaders | All Levels | 18 | 8,138 | -0.30 | 0.16 | -0.34 | 0.17 | [-0.43, -0.25] | [-0.57, -0.11] |
| Energy | Social demands interpersonal aggression leaders | Other | 4 | 1,977 | -0.26 | 0.08 | -0.29 | 0.05 | [-0.40, -0.18] | [-0.37, -0.20] |
| Energy | Social demands interpersonal aggression leaders | SMVM | 1 | 226 | -0.12 | NA | -0.13 | NA | [-0.28, 0.01] | [ NA, NA] |
| Energy | Social demands interpersonal aggression leaders | UWES | 13 | 5,934 | -0.32 | 0.18 | -0.37 | 0.20 | [-0.50, -0.25] | [-0.65, -0.10] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | UWES | -0.29 | -0.37 | 0.09 | [-0.06, 0.23] |

## Personal Resources

## [1] "Core self-evaluation" "Employability" "Psychological capital"  
## [4] "Mindfulness" "Self-efficacy" "Self-esteem"

### Overall

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Personal Resources | All Levels | 36 | 18,365 | 0.39 | 0.19 | 0.46 | 0.23 | [ 0.38, 0.54] | [ 0.17, 0.76] |
| Energy | Personal Resources | Other | 5 | 1,032 | 0.24 | 0.37 | 0.27 | 0.46 | [-0.31, 0.85] | [-0.44, 0.97] |
| Energy | Personal Resources | SMVM | 3 | 581 | 0.44 | 0.13 | 0.52 | 0.09 | [ 0.24, 0.80] | [ 0.35, 0.69] |
| Energy | Personal Resources | SVS | 4 | 393 | 0.16 | 0.31 | 0.16 | 0.32 | [-0.38, 0.71] | [-0.37, 0.69] |
| Energy | Personal Resources | UWES | 24 | 16,359 | 0.41 | 0.17 | 0.48 | 0.20 | [ 0.39, 0.57] | [ 0.22, 0.74] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | 0.27 | 0.52 | -0.25 | [-0.79, 0.28] |
| Other | SVS | 0.27 | 0.16 | 0.11 | [-0.53, 0.74] |
| Other | UWES | 0.27 | 0.48 | -0.21 | [-0.65, 0.22] |
| SMVM | SVS | 0.52 | 0.16 | 0.36 | [-0.11, 0.83] |
| SMVM | UWES | 0.52 | 0.48 | 0.04 | [-0.12, 0.20] |
| SVS | UWES | 0.16 | 0.48 | -0.32 | [-0.68, 0.04] |

### Core self-evaluation

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Core self-evaluation | All Levels | 6 | 3,790 | 0.51 | 0.26 | 0.58 | 0.30 | [ 0.26, 0.90] | [ 0.13, 1.03] |
| Energy | Core self-evaluation | Other | 3 | 627 | 0.03 | 0.33 | -0.01 | 0.39 | [-0.99, 0.98] | [-0.74, 0.73] |
| Energy | Core self-evaluation | UWES | 3 | 3,163 | 0.60 | 0.04 | 0.68 | 0.03 | [ 0.59, 0.78] | [ 0.62, 0.74] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | UWES | -0.01 | 0.68 | -0.69 | [-1.33, -0.05] |

### Employability

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Employability | All Levels | 4 | 4,044 | 0.18 | 0.07 | 0.20 | 0.08 | [0.06, 0.34] | [0.06, 0.33] |
| Energy | Employability | UWES | 4 | 4,044 | 0.18 | 0.07 | 0.20 | 0.08 | [0.06, 0.34] | [0.06, 0.33] |

#### ANOVA

### Mindfulness

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Mindfulness | All Levels | 4 | 588 | 0.23 | 0.27 | 0.25 | 0.32 | [-0.28, 0.78] | [-0.28, 0.78] |
| Energy | Mindfulness | SVS | 2 | 286 | 0.12 | 0.41 | 0.12 | 0.42 | [-3.70, 3.94] | [-1.16, 1.40] |
| Energy | Mindfulness | UWES | 2 | 302 | 0.35 | 0.09 | 0.45 | 0.11 | [-0.84, 1.73] | [ 0.12, 0.78] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| SVS | UWES | 0.12 | 0.45 | -0.33 | [-1.69, 1.04] |

### Psychological capital

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Mindfulness | All Levels | 4 | 588 | 0.23 | 0.27 | 0.25 | 0.32 | [-0.28, 0.78] | [-0.28, 0.78] |
| Energy | Mindfulness | SVS | 2 | 286 | 0.12 | 0.41 | 0.12 | 0.42 | [-3.70, 3.94] | [-1.16, 1.40] |
| Energy | Mindfulness | UWES | 2 | 302 | 0.35 | 0.09 | 0.45 | 0.11 | [-0.84, 1.73] | [ 0.12, 0.78] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| SVS | UWES | 0.12 | 0.45 | -0.33 | [-1.69, 1.04] |

### Self-efficacy

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Self-efficacy | All Levels | 9 | 3,103 | 0.44 | 0.11 | 0.54 | 0.11 | [ 0.45, 0.63] | [0.39, 0.69] |
| Energy | Self-efficacy | SMVM | 2 | 359 | 0.55 | 0.12 | 0.61 | 0.09 | [-0.34, 1.56] | [0.34, 0.88] |
| Energy | Self-efficacy | SVS | 1 | 66 | 0.38 | NA | 0.39 | NA | [ 0.18, 0.60] | [ NA, NA] |
| Energy | Self-efficacy | UWES | 6 | 2,678 | 0.43 | 0.11 | 0.53 | 0.11 | [ 0.40, 0.66] | [0.37, 0.70] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| SMVM | UWES | 0.61 | 0.53 | 0.08 | [-0.14, 0.30] |

### Self-esteem

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Self-esteem | All Levels | 7 | 2,344 | 0.48 | 0.09 | 0.54 | 0.08 | [ 0.46, 0.63] | [0.43, 0.65] |
| Energy | Self-esteem | Other | 1 | 201 | 0.61 | NA | 0.67 | NA | [ 0.58, 0.77] | [ NA, NA] |
| Energy | Self-esteem | SMVM | 2 | 362 | 0.38 | 0.12 | 0.47 | 0.08 | [-0.53, 1.47] | [0.22, 0.72] |
| Energy | Self-esteem | SVS | 1 | 41 | 0.12 | NA | 0.14 | NA | [-0.21, 0.48] | [ NA, NA] |
| Energy | Self-esteem | UWES | 3 | 1,740 | 0.49 | 0.03 | 0.55 | 0.02 | [ 0.45, 0.65] | [0.51, 0.59] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| SMVM | UWES | 0.47 | 0.55 | -0.08 | [-0.35, 0.18] |

## Work-related attitudes

## [1] "Job satisfaction" "Organizational commitment"

### Overall

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 1 missing sample\_id label identified: Missing label has been replaced by a generic designatorFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Work-related attitudes | All Levels | 50 | 48,733 | 0.40 | 0.19 | 0.48 | 0.22 | [ 0.41, 0.54] | [ 0.20, 0.76] |
| Energy | Work-related attitudes | Other | 9 | 24,234 | 0.35 | 0.12 | 0.42 | 0.12 | [ 0.33, 0.52] | [ 0.25, 0.59] |
| Energy | Work-related attitudes | SMVM | 7 | 2,697 | 0.47 | 0.08 | 0.55 | 0.10 | [ 0.45, 0.66] | [ 0.40, 0.71] |
| Energy | Work-related attitudes | SVS | 3 | 2,092 | 0.28 | 0.21 | 0.34 | 0.23 | [-0.25, 0.93] | [-0.10, 0.78] |
| Energy | Work-related attitudes | UWES | 32 | 19,849 | 0.46 | 0.25 | 0.55 | 0.29 | [ 0.44, 0.65] | [ 0.17, 0.92] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | 0.42 | 0.55 | -0.13 | [-0.26, 0.00] |
| Other | SVS | 0.42 | 0.34 | 0.09 | [-0.23, 0.40] |
| Other | UWES | 0.42 | 0.55 | -0.13 | [-0.26, 0.01] |
| SMVM | SVS | 0.55 | 0.34 | 0.22 | [-0.11, 0.55] |
| SMVM | UWES | 0.55 | 0.55 | 0.01 | [-0.13, 0.14] |
| SVS | UWES | 0.34 | 0.55 | -0.21 | [-0.51, 0.09] |

### Job satisfaction

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 1 missing sample\_id label identified: Missing label has been replaced by a generic designatorFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Job satisfaction | All Levels | 45 | 46,446 | 0.41 | 0.18 | 0.49 | 0.20 | [ 0.42, 0.55] | [ 0.22, 0.75] |
| Energy | Job satisfaction | Other | 9 | 24,234 | 0.35 | 0.12 | 0.42 | 0.12 | [ 0.33, 0.52] | [ 0.25, 0.59] |
| Energy | Job satisfaction | SMVM | 7 | 2,697 | 0.48 | 0.07 | 0.56 | 0.08 | [ 0.47, 0.64] | [ 0.45, 0.67] |
| Energy | Job satisfaction | SVS | 2 | 2,002 | 0.30 | 0.29 | 0.36 | 0.32 | [-2.57, 3.29] | [-0.64, 1.36] |
| Energy | Job satisfaction | UWES | 28 | 17,652 | 0.49 | 0.23 | 0.58 | 0.26 | [ 0.47, 0.68] | [ 0.23, 0.92] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | 0.42 | 0.56 | -0.13 | [-0.25, -0.02] |
| Other | SVS | 0.42 | 0.36 | 0.06 | [-0.47, 0.59] |
| Other | UWES | 0.42 | 0.58 | -0.15 | [-0.28, -0.02] |
| SMVM | SVS | 0.56 | 0.36 | 0.20 | [-0.36, 0.75] |
| SMVM | UWES | 0.56 | 0.58 | -0.02 | [-0.14, 0.10] |
| SVS | UWES | 0.36 | 0.58 | -0.21 | [-0.70, 0.27] |

### Organizational commitment

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Organizational commitment | All Levels | 13 | 6,873 | 0.43 | 0.26 | 0.52 | 0.29 | [ 0.35, 0.70] | [ 0.13, 0.92] |
| Energy | Organizational commitment | Other | 2 | 343 | 0.42 | 0.00 | 0.53 | 0.00 | [ 0.35, 0.71] | [ 0.53, 0.53] |
| Energy | Organizational commitment | SMVM | 3 | 1,165 | 0.42 | 0.15 | 0.48 | 0.18 | [ 0.02, 0.94] | [ 0.15, 0.82] |
| Energy | Organizational commitment | SVS | 2 | 373 | 0.51 | 0.28 | 0.59 | 0.30 | [-2.17, 3.35] | [-0.33, 1.52] |
| Energy | Organizational commitment | UWES | 7 | 5,131 | 0.43 | 0.30 | 0.53 | 0.34 | [ 0.22, 0.84] | [ 0.04, 1.02] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | 0.53 | 0.48 | 0.05 | [-0.29, 0.39] |
| Other | SVS | 0.53 | 0.59 | -0.06 | [-1.00, 0.87] |
| Other | UWES | 0.53 | 0.53 | 0.00 | [-0.30, 0.31] |
| SMVM | SVS | 0.48 | 0.59 | -0.11 | [-0.88, 0.66] |
| SMVM | UWES | 0.48 | 0.53 | -0.05 | [-0.43, 0.34] |
| SVS | UWES | 0.59 | 0.53 | 0.06 | [-0.53, 0.66] |

## Positive Well-being

## [1] "Recovery" "Detachment"   
## [3] "Life satisfaction" "Psychological well-being"  
## [5] "Positive affect"

### Overall

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 3 missing sample\_id labels identified: Missing labels have been replaced by unique generic designatorsFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Positive Well-being | All Levels | 72 | 33,685 | 0.42 | 0.18 | 0.51 | 0.22 | [0.46, 0.56] | [ 0.23, 0.79] |
| Energy | Positive Well-being | Other | 21 | 14,895 | 0.50 | 0.12 | 0.63 | 0.17 | [0.55, 0.71] | [ 0.40, 0.85] |
| Energy | Positive Well-being | SMVM | 8 | 2,042 | 0.36 | 0.19 | 0.41 | 0.19 | [0.24, 0.58] | [ 0.14, 0.68] |
| Energy | Positive Well-being | SVS | 10 | 1,382 | 0.40 | 0.35 | 0.46 | 0.37 | [0.19, 0.73] | [-0.06, 0.98] |
| Energy | Positive Well-being | UWES | 33 | 15,366 | 0.36 | 0.18 | 0.43 | 0.20 | [0.36, 0.50] | [ 0.17, 0.69] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | 0.63 | 0.41 | 0.22 | [ 0.05, 0.38] |
| Other | SVS | 0.63 | 0.46 | 0.17 | [-0.09, 0.43] |
| Other | UWES | 0.63 | 0.43 | 0.20 | [ 0.09, 0.30] |
| SMVM | SVS | 0.41 | 0.46 | -0.05 | [-0.35, 0.25] |
| SMVM | UWES | 0.41 | 0.43 | -0.02 | [-0.18, 0.14] |
| SVS | UWES | 0.46 | 0.43 | 0.03 | [-0.23, 0.28] |

### Overall without detachment

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 3 missing sample\_id labels identified: Missing labels have been replaced by unique generic designatorsFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Positive Well-being | All Levels | 70 | 32,935 | 0.44 | 0.17 | 0.53 | 0.21 | [0.48, 0.58] | [ 0.26, 0.80] |
| Energy | Positive Well-being | Other | 21 | 14,895 | 0.51 | 0.12 | 0.63 | 0.17 | [0.55, 0.71] | [ 0.41, 0.85] |
| Energy | Positive Well-being | SMVM | 8 | 2,042 | 0.36 | 0.19 | 0.41 | 0.19 | [0.25, 0.58] | [ 0.14, 0.68] |
| Energy | Positive Well-being | SVS | 9 | 1,296 | 0.39 | 0.36 | 0.45 | 0.39 | [0.15, 0.76] | [-0.09, 0.99] |
| Energy | Positive Well-being | UWES | 32 | 14,702 | 0.38 | 0.17 | 0.46 | 0.18 | [0.39, 0.53] | [ 0.22, 0.70] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | 0.63 | 0.41 | 0.22 | [ 0.05, 0.38] |
| Other | SVS | 0.63 | 0.45 | 0.18 | [-0.10, 0.46] |
| Other | UWES | 0.63 | 0.46 | 0.17 | [ 0.07, 0.27] |
| SMVM | SVS | 0.41 | 0.45 | -0.04 | [-0.36, 0.28] |
| SMVM | UWES | 0.41 | 0.46 | -0.05 | [-0.21, 0.11] |
| SVS | UWES | 0.45 | 0.46 | -0.01 | [-0.28, 0.27] |

### Detachment

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Detachment | All Levels | 8 | 3,658 | 0.15 | 0.06 | 0.17 | 0.05 | [0.11, 0.23] | [0.11, 0.24] |
| Energy | Detachment | Other | 2 | 417 | 0.09 | 0.01 | 0.10 | 0.00 | [0.03, 0.17] | [0.10, 0.10] |
| Energy | Detachment | SVS | 1 | 86 | 0.41 | NA | 0.47 | NA | [0.27, 0.68] | [ NA, NA] |
| Energy | Detachment | UWES | 5 | 3,155 | 0.15 | 0.04 | 0.17 | 0.02 | [0.11, 0.23] | [0.14, 0.20] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | UWES | 0.10 | 0.17 | -0.07 | [-0.13, -0.01] |

### Life satisfaction

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Life satisfaction | All Levels | 8 | 13,757 | 0.47 | 0.13 | 0.59 | 0.17 | [0.44, 0.73] | [0.35, 0.83] |
| Energy | Life satisfaction | Other | 2 | 9,882 | 0.53 | 0.01 | 0.69 | 0.00 | [0.66, 0.72] | [0.69, 0.69] |
| Energy | Life satisfaction | SMVM | 1 | 724 | 0.25 | NA | 0.29 | NA | [0.21, 0.36] | [ NA, NA] |
| Energy | Life satisfaction | SVS | 1 | 226 | 0.64 | NA | 0.70 | NA | [0.62, 0.79] | [ NA, NA] |
| Energy | Life satisfaction | UWES | 4 | 2,925 | 0.29 | 0.09 | 0.36 | 0.08 | [0.22, 0.51] | [0.23, 0.50] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | UWES | 0.69 | 0.36 | 0.32 | [0.20, 0.45] |

### Positive affect

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Positive affect | All Levels | 22 | 7,327 | 0.45 | 0.16 | 0.54 | 0.19 | [0.45, 0.62] | [0.28, 0.79] |
| Energy | Positive affect | Other | 7 | 2,544 | 0.47 | 0.24 | 0.53 | 0.30 | [0.25, 0.81] | [0.10, 0.97] |
| Energy | Positive affect | SMVM | 5 | 948 | 0.50 | 0.15 | 0.55 | 0.15 | [0.35, 0.76] | [0.32, 0.79] |
| Energy | Positive affect | UWES | 10 | 3,835 | 0.43 | 0.10 | 0.53 | 0.10 | [0.45, 0.61] | [0.39, 0.67] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | 0.53 | 0.55 | -0.02 | [-0.32, 0.28] |
| Other | UWES | 0.53 | 0.53 | 0.00 | [-0.25, 0.26] |
| SMVM | UWES | 0.55 | 0.53 | 0.02 | [-0.15, 0.20] |

### Psychological well-being

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Psychological well-being | All Levels | 36 | 11,126 | 0.45 | 0.21 | 0.56 | 0.23 | [0.48, 0.64] | [ 0.26, 0.86] |
| Energy | Psychological well-being | Other | 12 | 2,999 | 0.49 | 0.16 | 0.60 | 0.20 | [0.47, 0.73] | [ 0.33, 0.87] |
| Energy | Psychological well-being | SMVM | 2 | 261 | 0.60 | 0.01 | 0.64 | 0.00 | [0.52, 0.76] | [ 0.64, 0.64] |
| Energy | Psychological well-being | SVS | 8 | 1,205 | 0.41 | 0.39 | 0.50 | 0.42 | [0.14, 0.85] | [-0.10, 1.09] |
| Energy | Psychological well-being | UWES | 14 | 6,661 | 0.44 | 0.19 | 0.55 | 0.20 | [0.43, 0.67] | [ 0.28, 0.82] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | 0.60 | 0.64 | -0.05 | [-0.18, 0.09] |
| Other | SVS | 0.60 | 0.50 | 0.10 | [-0.24, 0.44] |
| Other | UWES | 0.60 | 0.55 | 0.05 | [-0.12, 0.22] |
| SMVM | SVS | 0.64 | 0.50 | 0.15 | [-0.20, 0.49] |
| SMVM | UWES | 0.64 | 0.55 | 0.09 | [-0.03, 0.21] |
| SVS | UWES | 0.50 | 0.55 | -0.05 | [-0.39, 0.28] |

### Recovery

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 3 missing sample\_id labels identified: Missing labels have been replaced by unique generic designatorsFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Recovery | All Levels | 24 | 5,918 | 0.25 | 0.15 | 0.29 | 0.15 | [ 0.22, 0.36] | [ 0.09, 0.50] |
| Energy | Recovery | Other | 6 | 732 | 0.21 | 0.20 | 0.24 | 0.20 | [ 0.01, 0.48] | [-0.05, 0.54] |
| Energy | Recovery | SMVM | 2 | 334 | 0.21 | 0.29 | 0.24 | 0.32 | [-2.70, 3.17] | [-0.74, 1.21] |
| Energy | Recovery | SVS | 3 | 333 | 0.39 | 0.17 | 0.42 | 0.15 | [-0.01, 0.84] | [ 0.13, 0.70] |
| Energy | Recovery | UWES | 13 | 4,519 | 0.25 | 0.13 | 0.30 | 0.14 | [ 0.20, 0.39] | [ 0.10, 0.49] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | 0.24 | 0.24 | 0.01 | [-0.60, 0.62] |
| Other | SVS | 0.24 | 0.42 | -0.17 | [-0.49, 0.15] |
| Other | UWES | 0.24 | 0.30 | -0.05 | [-0.27, 0.16] |
| SMVM | SVS | 0.24 | 0.42 | -0.18 | [-0.98, 0.62] |
| SMVM | UWES | 0.24 | 0.30 | -0.06 | [-0.57, 0.45] |
| SVS | UWES | 0.42 | 0.30 | 0.12 | [-0.11, 0.35] |

## Negative well-being

## [1] "Burnout composite or other"   
## [2] "Cynicism Deperso"   
## [3] "Exhaustion"   
## [4] "Negative affect"   
## [5] "Negative psychological well-being various"   
## [6] "Physical ill-health"   
## [7] "Reduced efficacy low personal accomplishment"  
## [8] "Sleep complaints"

### Overall

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Negative well-being | All Levels | 105 | 59,885 | -0.37 | 0.22 | -0.43 | 0.25 | [-0.48, -0.38] | [-0.76, -0.11] |
| Energy | Negative well-being | Other | 17 | 5,320 | -0.31 | 0.26 | -0.36 | 0.32 | [-0.53, -0.20] | [-0.79, 0.06] |
| Energy | Negative well-being | SMVM | 9 | 6,304 | -0.40 | 0.14 | -0.45 | 0.14 | [-0.56, -0.33] | [-0.65, -0.24] |
| Energy | Negative well-being | SVS | 5 | 500 | -0.51 | 0.12 | -0.59 | 0.09 | [-0.75, -0.43] | [-0.73, -0.45] |
| Energy | Negative well-being | UWES | 75 | 47,956 | -0.37 | 0.22 | -0.44 | 0.26 | [-0.50, -0.37] | [-0.77, -0.10] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | -0.36 | -0.45 | 0.08 | [-0.11, 0.27] |
| Other | SVS | -0.36 | -0.59 | 0.23 | [ 0.02, 0.43] |
| Other | UWES | -0.36 | -0.44 | 0.07 | [-0.10, 0.24] |
| SMVM | SVS | -0.45 | -0.59 | 0.14 | [-0.02, 0.31] |
| SMVM | UWES | -0.45 | -0.44 | -0.01 | [-0.13, 0.10] |
| SVS | UWES | -0.59 | -0.44 | -0.15 | [-0.28, -0.03] |

### Exhaustion

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Burnout | All Levels | 56 | 34,238 | -0.34 | 0.32 | -0.39 | 0.37 | [-0.49, -0.30] | [-0.87, 0.08] |
| Energy | Burnout | Other | 1 | 367 | -0.08 | NA | -0.09 | NA | [-0.20, 0.02] | [ NA, NA] |
| Energy | Burnout | SMVM | 4 | 1,505 | -0.57 | 0.18 | -0.63 | 0.17 | [-0.91, -0.34] | [-0.91, -0.34] |
| Energy | Burnout | SVS | 2 | 237 | -0.41 | 0.04 | -0.48 | 0.00 | [-0.79, -0.17] | [-0.48, -0.48] |
| Energy | Burnout | UWES | 50 | 32,325 | -0.33 | 0.32 | -0.39 | 0.37 | [-0.49, -0.28] | [-0.87, 0.10] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| SMVM | SVS | -0.63 | -0.48 | -0.15 | [-0.40, 0.11] |
| SMVM | UWES | -0.63 | -0.39 | -0.24 | [-0.45, -0.03] |
| SVS | UWES | -0.48 | -0.39 | -0.10 | [-0.21, 0.02] |

### Cynicism Deperso

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Burnout | All Levels | 20 | 15,568 | -0.46 | 0.20 | -0.56 | 0.23 | [-0.67, -0.46] | [-0.87, -0.26] |
| Energy | Burnout | UWES | 20 | 15,568 | -0.46 | 0.20 | -0.57 | 0.23 | [-0.67, -0.46] | [-0.87, -0.26] |

#### ANOVA

### Negative psychological well-being various

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Negative psychological well-being various | All Levels | 38 | 20,497 | -0.31 | 0.25 | -0.36 | 0.29 | [-0.46, -0.26] | [-0.74, 0.02] |
| Energy | Negative psychological well-being various | Other | 12 | 3,693 | -0.30 | 0.30 | -0.36 | 0.38 | [-0.61, -0.12] | [-0.88, 0.15] |
| Energy | Negative psychological well-being various | SMVM | 3 | 4,458 | -0.35 | 0.05 | -0.39 | 0.04 | [-0.51, -0.27] | [-0.47, -0.31] |
| Energy | Negative psychological well-being various | SVS | 3 | 263 | -0.67 | 0.08 | -0.75 | 0.00 | [-0.84, -0.66] | [-0.75, -0.75] |
| Energy | Negative psychological well-being various | UWES | 20 | 12,083 | -0.29 | 0.27 | -0.34 | 0.33 | [-0.49, -0.18] | [-0.77, 0.10] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | -0.36 | -0.39 | 0.03 | [-0.22, 0.27] |
| Other | SVS | -0.36 | -0.75 | 0.39 | [ 0.14, 0.63] |
| Other | UWES | -0.36 | -0.34 | -0.03 | [-0.30, 0.24] |
| SMVM | SVS | -0.39 | -0.75 | 0.36 | [ 0.26, 0.46] |
| SMVM | UWES | -0.39 | -0.34 | -0.05 | [-0.22, 0.11] |
| SVS | UWES | -0.75 | -0.34 | -0.41 | [-0.57, -0.25] |

### Negative affect

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Negative affect | All Levels | 15 | 5,425 | -0.24 | 0.11 | -0.30 | 0.13 | [-0.37, -0.22] | [-0.47, -0.13] |
| Energy | Negative affect | Other | 4 | 1,313 | -0.31 | 0.16 | -0.41 | 0.21 | [-0.76, -0.07] | [-0.75, -0.08] |
| Energy | Negative affect | SMVM | 2 | 255 | -0.34 | 0.01 | -0.40 | 0.00 | [-1.07, 0.28] | [-0.40, -0.40] |
| Energy | Negative affect | SVS | 1 | 86 | -0.37 | NA | -0.48 | NA | [-0.71, -0.24] | [ NA, NA] |
| Energy | Negative affect | UWES | 8 | 3,771 | -0.20 | 0.07 | -0.25 | 0.07 | [-0.33, -0.17] | [-0.35, -0.15] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | -0.41 | -0.40 | -0.02 | [-0.35, 0.32] |
| Other | UWES | -0.41 | -0.25 | -0.16 | [-0.42, 0.09] |
| SMVM | UWES | -0.40 | -0.25 | -0.15 | [-0.29, 0.00] |

### Burnout composite or other

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Burnout | All Levels | 7 | 3,315 | -0.56 | 0.17 | -0.63 | 0.19 | [-0.80, -0.45] | [-0.90, -0.36] |
| Energy | Burnout | SMVM | 4 | 730 | -0.38 | 0.24 | -0.42 | 0.27 | [-0.86, 0.02] | [-0.86, 0.01] |
| Energy | Burnout | UWES | 3 | 2,585 | -0.61 | 0.12 | -0.68 | 0.11 | [-0.97, -0.39] | [-0.90, -0.47] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| SMVM | UWES | -0.42 | -0.68 | 0.26 | [-0.13, 0.65] |

### Reduced efficacy low personal accomplishment

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Burnout | All Levels | 8 | 3,151 | -0.50 | 0.14 | -0.63 | 0.16 | [-0.77, -0.49] | [-0.86, -0.41] |
| Energy | Burnout | UWES | 8 | 3,151 | -0.50 | 0.14 | -0.63 | 0.16 | [-0.77, -0.49] | [-0.86, -0.41] |

#### ANOVA

### Physical ill-health

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Physical ill-health & sleep complaints | All Levels | 6 | 5,536 | -0.32 | 0.08 | -0.39 | 0.07 | [-0.48, -0.31] | [-0.50, -0.29] |
| Energy | Physical ill-health & sleep complaints | Other | 2 | 851 | -0.42 | 0.06 | -0.48 | 0.00 | [-0.65, -0.31] | [-0.48, -0.48] |
| Energy | Physical ill-health & sleep complaints | SMVM | 1 | 249 | -0.51 | NA | -0.55 | NA | [-0.65, -0.45] | [ NA, NA] |
| Energy | Physical ill-health & sleep complaints | UWES | 3 | 4,436 | -0.29 | 0.06 | -0.36 | 0.05 | [-0.51, -0.22] | [-0.46, -0.27] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | UWES | -0.48 | -0.36 | -0.12 | [-0.23, 0.00] |

### Sleep complaints

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Physical ill-health & sleep complaints | All Levels | 3 | 485 | -0.27 | 0.22 | -0.32 | 0.24 | [-0.95, 0.31] | [-0.77, 0.13] |
| Energy | Physical ill-health & sleep complaints | Other | 1 | 94 | -0.48 | NA | -0.57 | NA | [-0.76, -0.39] | [ NA, NA] |
| Energy | Physical ill-health & sleep complaints | SVS | 1 | 87 | -0.53 | NA | -0.58 | NA | [-0.74, -0.41] | [ NA, NA] |
| Energy | Physical ill-health & sleep complaints | UWES | 1 | 304 | -0.13 | NA | -0.15 | NA | [-0.28, -0.02] | [ NA, NA] |

#### ANOVA

## Job Performance

## [1] "Contextual perfromance" "Task performance"

### Overall

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Job Performance | All Levels | 44 | 25,968 | 0.32 | 0.13 | 0.37 | 0.15 | [ 0.33, 0.42] | [ 0.18, 0.56] |
| Energy | Job Performance | Other | 20 | 10,264 | 0.28 | 0.15 | 0.32 | 0.16 | [ 0.25, 0.40] | [ 0.11, 0.54] |
| Energy | Job Performance | SMVM | 6 | 1,636 | 0.32 | 0.13 | 0.36 | 0.13 | [ 0.21, 0.52] | [ 0.17, 0.56] |
| Energy | Job Performance | SVS | 3 | 343 | 0.19 | 0.15 | 0.20 | 0.15 | [-0.23, 0.64] | [-0.07, 0.48] |
| Energy | Job Performance | UWES | 15 | 13,725 | 0.35 | 0.11 | 0.41 | 0.12 | [ 0.34, 0.49] | [ 0.25, 0.58] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | 0.32 | 0.36 | -0.04 | [-0.19, 0.11] |
| Other | SVS | 0.32 | 0.20 | 0.12 | [-0.11, 0.34] |
| Other | UWES | 0.32 | 0.41 | -0.09 | [-0.19, 0.01] |
| SMVM | SVS | 0.36 | 0.20 | 0.16 | [-0.12, 0.44] |
| SMVM | UWES | 0.36 | 0.41 | -0.05 | [-0.19, 0.09] |
| SVS | UWES | 0.20 | 0.41 | -0.21 | [-0.44, 0.02] |

### Contextual perfromance

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Contextual perfromance | All Levels | 21 | 9,770 | 0.35 | 0.08 | 0.41 | 0.10 | [ 0.36, 0.46] | [ 0.27, 0.54] |
| Energy | Contextual perfromance | Other | 13 | 4,349 | 0.35 | 0.09 | 0.39 | 0.10 | [ 0.32, 0.46] | [ 0.25, 0.52] |
| Energy | Contextual perfromance | SMVM | 1 | 331 | 0.24 | NA | 0.28 | NA | [ 0.16, 0.40] | [ NA, NA] |
| Energy | Contextual perfromance | SVS | 2 | 188 | 0.22 | 0.21 | 0.23 | 0.23 | [-2.05, 2.52] | [-0.47, 0.94] |
| Energy | Contextual perfromance | UWES | 5 | 4,902 | 0.37 | 0.07 | 0.45 | 0.08 | [ 0.34, 0.56] | [ 0.32, 0.58] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SVS | 0.39 | 0.23 | 0.15 | [-0.24, 0.54] |
| Other | UWES | 0.39 | 0.45 | -0.06 | [-0.17, 0.05] |
| SVS | UWES | 0.23 | 0.45 | -0.21 | [-0.69, 0.26] |

### Task performance

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Task performance | All Levels | 27 | 18,248 | 0.29 | 0.14 | 0.35 | 0.16 | [ 0.28, 0.42] | [ 0.14, 0.56] |
| Energy | Task performance | Other | 9 | 6,635 | 0.22 | 0.16 | 0.27 | 0.19 | [ 0.12, 0.42] | [ 0.01, 0.53] |
| Energy | Task performance | SMVM | 5 | 1,305 | 0.34 | 0.14 | 0.39 | 0.15 | [ 0.19, 0.58] | [ 0.16, 0.61] |
| Energy | Task performance | SVS | 2 | 277 | 0.24 | 0.16 | 0.26 | 0.15 | [-1.33, 1.86] | [-0.21, 0.74] |
| Energy | Task performance | UWES | 11 | 10,031 | 0.34 | 0.12 | 0.40 | 0.13 | [ 0.31, 0.49] | [ 0.22, 0.58] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | 0.27 | 0.39 | -0.12 | [-0.33, 0.09] |
| Other | SVS | 0.27 | 0.26 | 0.00 | [-0.31, 0.32] |
| Other | UWES | 0.27 | 0.40 | -0.13 | [-0.29, 0.03] |
| SMVM | SVS | 0.39 | 0.26 | 0.12 | [-0.25, 0.49] |
| SMVM | UWES | 0.39 | 0.40 | -0.01 | [-0.19, 0.16] |
| SVS | UWES | 0.26 | 0.40 | -0.13 | [-0.43, 0.16] |

## Negative work-related intentions

## [1] "CWB" "Turnover intention"

### Overall

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Negative work-related intentions | All Levels | 25 | 17,131 | -0.21 | 0.26 | -0.26 | 0.31 | [-0.39, -0.13] | [-0.66, 0.14] |
| Energy | Negative work-related intentions | Other | 6 | 5,567 | 0.11 | 0.12 | 0.15 | 0.15 | [-0.01, 0.31] | [-0.07, 0.37] |
| Energy | Negative work-related intentions | SMVM | 5 | 2,130 | -0.24 | 0.03 | -0.28 | 0.00 | [-0.32, -0.23] | [-0.28, -0.28] |
| Energy | Negative work-related intentions | UWES | 15 | 9,573 | -0.40 | 0.12 | -0.47 | 0.13 | [-0.55, -0.39] | [-0.65, -0.29] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | 0.15 | -0.28 | 0.43 | [0.28, 0.58] |
| Other | UWES | 0.15 | -0.47 | 0.62 | [0.47, 0.77] |
| SMVM | UWES | -0.28 | -0.47 | 0.19 | [0.11, 0.28] |

### CWB

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | CWB | All Levels | 8 | 3,006 | -0.25 | 0.29 | -0.30 | 0.34 | [-0.58, -0.01] | [-0.77, 0.18] |
| Energy | CWB | Other | 4 | 799 | 0.05 | 0.32 | 0.11 | 0.38 | [-0.51, 0.73] | [-0.52, 0.73] |
| Energy | CWB | SMVM | 1 | 331 | -0.21 | NA | -0.25 | NA | [-0.37, -0.13] | [ NA, NA] |
| Energy | CWB | UWES | 3 | 1,876 | -0.39 | 0.20 | -0.45 | 0.23 | [-1.02, 0.13] | [-0.88, -0.02] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | UWES | 0.11 | -0.45 | 0.55 | [-0.06, 1.16] |

### Turnover intention

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Turnover intention | All Levels | 17 | 14,125 | -0.21 | 0.26 | -0.27 | 0.31 | [-0.43, -0.12] | [-0.68, 0.13] |
| Energy | Turnover intention | Other | 2 | 4,768 | 0.12 | 0.06 | 0.17 | 0.07 | [-0.55, 0.89] | [-0.06, 0.40] |
| Energy | Turnover intention | SMVM | 4 | 1,799 | -0.24 | 0.02 | -0.28 | 0.00 | [-0.34, -0.22] | [-0.28, -0.28] |
| Energy | Turnover intention | UWES | 12 | 7,697 | -0.40 | 0.11 | -0.48 | 0.11 | [-0.56, -0.40] | [-0.63, -0.32] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | 0.17 | -0.28 | 0.45 | [0.29, 0.62] |
| Other | UWES | 0.17 | -0.48 | 0.65 | [0.50, 0.79] |
| SMVM | UWES | -0.28 | -0.48 | 0.20 | [0.11, 0.28] |

# Moderation analyses: Study design

## Job & Organizational Resources

## [1] "Leadership" "Climate culture"   
## [3] "Community interrelatedness" "Trust & fairness"   
## [5] "Other job resources" "Job autonomy"   
## [7] "Learning development opportunities" "other organizational resources"   
## [9] "Person-job fit" "Social support"

### Overall

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 1 missing sample\_id label identified: Missing label has been replaced by a generic designatorFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Job & Organizational Resources | All Levels | 95 | 55,951 | 0.27 | 0.15 | 0.32 | 0.18 | [0.28, 0.36] | [0.09, 0.55] |
| Energy | Job & Organizational Resources | Cross-sectional | 63 | 33,398 | 0.29 | 0.17 | 0.35 | 0.19 | [0.30, 0.40] | [0.10, 0.60] |
| Energy | Job & Organizational Resources | Daily Diary | 7 | 1,178 | 0.47 | 0.22 | 0.55 | 0.22 | [0.34, 0.76] | [0.24, 0.86] |
| Energy | Job & Organizational Resources | Multiwave | 26 | 21,566 | 0.23 | 0.12 | 0.27 | 0.13 | [0.21, 0.32] | [0.10, 0.43] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Daily Diary | 0.35 | 0.55 | -0.20 | [-0.38, -0.02] |
| Cross-sectional | Multiwave | 0.35 | 0.27 | 0.09 | [ 0.02, 0.16] |
| Daily Diary | Multiwave | 0.55 | 0.27 | 0.29 | [ 0.10, 0.47] |

### Climate culture

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Climate culture | All Levels | 4 | 2,295 | 0.31 | 0.09 | 0.35 | 0.07 | [0.22, 0.49] | [0.23, 0.48] |
| Energy | Climate culture | Cross-sectional | 1 | 226 | 0.37 | NA | 0.40 | NA | [0.28, 0.53] | [ NA, NA] |
| Energy | Climate culture | Multiwave | 3 | 2,069 | 0.30 | 0.09 | 0.35 | 0.09 | [0.11, 0.58] | [0.19, 0.51] |

#### ANOVA

### Community interrelatedness

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Community interrelatedness | All Levels | 11 | 5,123 | 0.26 | 0.31 | 0.32 | 0.35 | [ 0.08, 0.56] | [-0.16, 0.81] |
| Energy | Community interrelatedness | Cross-sectional | 6 | 3,832 | 0.20 | 0.35 | 0.26 | 0.41 | [-0.18, 0.69] | [-0.35, 0.86] |
| Energy | Community interrelatedness | Daily Diary | 1 | 121 | 0.34 | NA | 0.39 | NA | [ 0.21, 0.56] | [ NA, NA] |
| Energy | Community interrelatedness | Multiwave | 4 | 1,170 | 0.45 | 0.11 | 0.50 | 0.11 | [ 0.31, 0.70] | [ 0.32, 0.69] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Multiwave | 0.26 | 0.50 | -0.25 | [-0.66, 0.17] |

### Job autonomy

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Job autonomy | All Levels | 32 | 19,353 | 0.24 | 0.18 | 0.29 | 0.22 | [ 0.21, 0.37] | [ 0.01, 0.58] |
| Energy | Job autonomy | Cross-sectional | 19 | 12,191 | 0.23 | 0.21 | 0.28 | 0.26 | [ 0.16, 0.41] | [-0.06, 0.63] |
| Energy | Job autonomy | Daily Diary | 4 | 311 | 0.30 | 0.27 | 0.33 | 0.29 | [-0.16, 0.82] | [-0.13, 0.80] |
| Energy | Job autonomy | Multiwave | 9 | 6,851 | 0.26 | 0.13 | 0.31 | 0.14 | [ 0.19, 0.42] | [ 0.10, 0.51] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Daily Diary | 0.28 | 0.33 | -0.05 | [-0.39, 0.29] |
| Cross-sectional | Multiwave | 0.28 | 0.31 | -0.02 | [-0.18, 0.14] |
| Daily Diary | Multiwave | 0.33 | 0.31 | 0.03 | [-0.33, 0.39] |

### Leadership

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Leadership | All Levels | 15 | 4,901 | 0.41 | 0.14 | 0.46 | 0.14 | [0.37, 0.54] | [0.27, 0.65] |
| Energy | Leadership | Cross-sectional | 10 | 3,064 | 0.37 | 0.11 | 0.41 | 0.11 | [0.33, 0.50] | [0.26, 0.56] |
| Energy | Leadership | Daily Diary | 1 | 416 | 0.70 | NA | 0.78 | NA | [0.72, 0.83] | [ NA, NA] |
| Energy | Leadership | Multiwave | 4 | 1,421 | 0.42 | 0.10 | 0.46 | 0.10 | [0.29, 0.63] | [0.30, 0.62] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Multiwave | 0.41 | 0.46 | -0.04 | [-0.19, 0.10] |

### Learning development opportunities

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Learning development opportunities | All Levels | 6 | 2,716 | 0.39 | 0.09 | 0.48 | 0.10 | [0.37, 0.60] | [0.34, 0.63] |
| Energy | Learning development opportunities | Cross-sectional | 6 | 2,716 | 0.39 | 0.09 | 0.48 | 0.10 | [0.37, 0.60] | [0.34, 0.63] |

#### ANOVA

### Person-job fit

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Person-job fit | All Levels | 4 | 1,662 | 0.43 | 0.09 | 0.54 | 0.14 | [ 0.31, 0.77] | [ 0.32, 0.76] |
| Energy | Person-job fit | Cross-sectional | 3 | 1,464 | 0.45 | 0.06 | 0.56 | 0.10 | [ 0.28, 0.85] | [ 0.37, 0.76] |
| Energy | Person-job fit | Multiwave | 2 | 390 | 0.20 | 0.32 | 0.23 | 0.41 | [-3.49, 3.95] | [-1.02, 1.48] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Multiwave | 0.56 | 0.23 | 0.33 | [-0.62, 1.29] |

### Social support

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Social support | All Levels | 41 | 25,928 | 0.24 | 0.13 | 0.28 | 0.15 | [0.23, 0.33] | [0.09, 0.47] |
| Energy | Social support | Cross-sectional | 29 | 12,524 | 0.27 | 0.16 | 0.32 | 0.18 | [0.25, 0.39] | [0.08, 0.56] |
| Energy | Social support | Daily Diary | 1 | 97 | 0.58 | NA | 0.69 | NA | [0.53, 0.84] | [ NA, NA] |
| Energy | Social support | Multiwave | 11 | 13,308 | 0.21 | 0.09 | 0.24 | 0.10 | [0.17, 0.31] | [0.11, 0.37] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Multiwave | 0.32 | 0.24 | 0.08 | [-0.01, 0.17] |

### Other job resources

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Other job resources | All Levels | 8 | 4,329 | 0.34 | 0.07 | 0.41 | 0.06 | [ 0.35, 0.48] | [0.33, 0.50] |
| Energy | Other job resources | Cross-sectional | 6 | 3,839 | 0.35 | 0.06 | 0.43 | 0.05 | [ 0.36, 0.50] | [0.35, 0.51] |
| Energy | Other job resources | Daily Diary | 1 | 330 | 0.29 | NA | 0.39 | NA | [ 0.26, 0.52] | [ NA, NA] |
| Energy | Other job resources | Multiwave | 1 | 160 | 0.13 | NA | 0.17 | NA | [-0.03, 0.36] | [ NA, NA] |

#### ANOVA

### other organizational resources

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | other organizational resources | All Levels | 10 | 5,595 | 0.33 | 0.13 | 0.39 | 0.16 | [ 0.27, 0.51] | [0.17, 0.62] |
| Energy | other organizational resources | Cross-sectional | 9 | 5,238 | 0.35 | 0.11 | 0.42 | 0.13 | [ 0.32, 0.53] | [0.25, 0.60] |
| Energy | other organizational resources | Multiwave | 1 | 357 | 0.04 | NA | 0.04 | NA | [-0.07, 0.15] | [ NA, NA] |

#### ANOVA

## Job Demands & Stressors

## [1] "Social demands interpersonal aggression leaders"   
## [2] "Job demands stressors (various, mixed, unsepecified)"  
## [3] "Cognitive demands"   
## [4] "Conflict"   
## [5] "Emotional demands"   
## [6] "Job insecurity"   
## [7] "Quantitative job demands workload"

### Overall

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 4 missing sample\_id labels identified: Missing labels have been replaced by unique generic designatorsFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Job Demands & Stressors | All Levels | 91 | 56,214 | -0.15 | 0.15 | -0.18 | 0.17 | [-0.22, -0.14] | [-0.40, 0.04] |
| Energy | Job Demands & Stressors | Cross-sectional | 55 | 37,086 | -0.16 | 0.16 | -0.20 | 0.18 | [-0.25, -0.15] | [-0.43, 0.03] |
| Energy | Job Demands & Stressors | Daily Diary | 15 | 1,588 | -0.07 | 0.17 | -0.08 | 0.16 | [-0.20, 0.03] | [-0.30, 0.13] |
| Energy | Job Demands & Stressors | Multiwave | 23 | 17,921 | -0.13 | 0.14 | -0.15 | 0.15 | [-0.21, -0.08] | [-0.35, 0.06] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Daily Diary | -0.20 | -0.08 | -0.11 | [-0.23, 0.00] |
| Cross-sectional | Multiwave | -0.20 | -0.15 | -0.05 | [-0.14, 0.03] |
| Daily Diary | Multiwave | -0.08 | -0.15 | 0.06 | [-0.06, 0.19] |

### Cognitive demands

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Cognitive demands | All Levels | 5 | 3,676 | 0.11 | 0.06 | 0.14 | 0.07 | [0.04, 0.24] | [0.04, 0.25] |
| Energy | Cognitive demands | Cross-sectional | 3 | 2,074 | 0.15 | 0.05 | 0.20 | 0.01 | [0.07, 0.32] | [0.17, 0.22] |
| Energy | Cognitive demands | Daily Diary | 1 | 124 | 0.22 | NA | 0.26 | NA | [0.06, 0.45] | [ NA, NA] |
| Energy | Cognitive demands | Multiwave | 1 | 1,478 | 0.06 | NA | 0.07 | NA | [0.01, 0.13] | [ NA, NA] |

#### ANOVA

### Conflict

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 1 missing sample\_id label identified: Missing label has been replaced by a generic designatorFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Conflict | All Levels | 14 | 7,118 | -0.15 | 0.12 | -0.18 | 0.14 | [-0.27, -0.10] | [-0.37, 0.00] |
| Energy | Conflict | Cross-sectional | 14 | 7,118 | -0.15 | 0.12 | -0.18 | 0.14 | [-0.27, -0.10] | [-0.37, 0.00] |

#### ANOVA

### Emotional demands

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 1 missing sample\_id label identified: Missing label has been replaced by a generic designatorFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Emotional demands | All Levels | 8 | 4,655 | -0.18 | 0.12 | -0.22 | 0.13 | [-0.34, -0.10] | [-0.41, -0.03] |
| Energy | Emotional demands | Cross-sectional | 6 | 3,080 | -0.19 | 0.13 | -0.23 | 0.15 | [-0.40, -0.06] | [-0.45, -0.01] |
| Energy | Emotional demands | Daily Diary | 1 | 97 | -0.51 | NA | -0.60 | NA | [-0.78, -0.43] | [ NA, NA] |
| Energy | Emotional demands | Multiwave | 1 | 1,478 | -0.15 | NA | -0.18 | NA | [-0.24, -0.12] | [ NA, NA] |

#### ANOVA

### Job demands stressors (various, mixed, unsepecified)

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 1 missing sample\_id label identified: Missing label has been replaced by a generic designatorFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Job demands stressors (various, mixed, unsepecified) | All Levels | 27 | 13,282 | -0.08 | 0.14 | -0.10 | 0.16 | [-0.17, -0.03] | [-0.31, 0.11] |
| Energy | Job demands stressors (various, mixed, unsepecified) | Cross-sectional | 15 | 8,138 | -0.09 | 0.13 | -0.11 | 0.15 | [-0.19, -0.02] | [-0.30, 0.09] |
| Energy | Job demands stressors (various, mixed, unsepecified) | Daily Diary | 6 | 457 | -0.17 | 0.08 | -0.20 | 0.00 | [-0.31, -0.08] | [-0.20, -0.20] |
| Energy | Job demands stressors (various, mixed, unsepecified) | Multiwave | 7 | 4,879 | -0.07 | 0.18 | -0.07 | 0.20 | [-0.26, 0.11] | [-0.36, 0.21] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Daily Diary | -0.11 | -0.20 | 0.09 | [-0.04, 0.21] |
| Cross-sectional | Multiwave | -0.11 | -0.07 | -0.03 | [-0.21, 0.14] |
| Daily Diary | Multiwave | -0.20 | -0.07 | -0.12 | [-0.31, 0.07] |

### Job insecurity

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Job insecurity | All Levels | 13 | 17,397 | -0.21 | 0.11 | -0.24 | 0.11 | [-0.31, -0.17] | [-0.39, -0.09] |
| Energy | Job insecurity | Cross-sectional | 9 | 12,992 | -0.20 | 0.13 | -0.24 | 0.13 | [-0.34, -0.13] | [-0.42, -0.05] |
| Energy | Job insecurity | Multiwave | 4 | 4,405 | -0.23 | 0.02 | -0.26 | 0.00 | [-0.29, -0.22] | [-0.26, -0.26] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Multiwave | -0.24 | -0.26 | 0.02 | [-0.08, 0.12] |

### Quantitative job demands workload

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 1 missing sample\_id label identified: Missing label has been replaced by a generic designatorFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Quantitative job demands workload | All Levels | 35 | 17,116 | -0.04 | 0.19 | -0.05 | 0.22 | [-0.13, 0.03] | [-0.34, 0.24] |
| Energy | Quantitative job demands workload | Cross-sectional | 21 | 11,575 | -0.01 | 0.21 | 0.00 | 0.25 | [-0.12, 0.11] | [-0.34, 0.33] |
| Energy | Quantitative job demands workload | Daily Diary | 8 | 1,021 | -0.04 | 0.20 | -0.05 | 0.22 | [-0.26, 0.15] | [-0.36, 0.26] |
| Energy | Quantitative job demands workload | Multiwave | 7 | 4,711 | -0.10 | 0.17 | -0.11 | 0.18 | [-0.29, 0.06] | [-0.38, 0.15] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Daily Diary | 0.00 | -0.05 | 0.05 | [-0.16, 0.26] |
| Cross-sectional | Multiwave | 0.00 | -0.11 | 0.11 | [-0.08, 0.30] |
| Daily Diary | Multiwave | -0.05 | -0.11 | 0.06 | [-0.18, 0.30] |

### Social demands interpersonal aggression leaders

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Social demands interpersonal aggression leaders | All Levels | 18 | 8,138 | -0.30 | 0.16 | -0.34 | 0.17 | [-0.43, -0.25] | [-0.57, -0.11] |
| Energy | Social demands interpersonal aggression leaders | Cross-sectional | 13 | 6,313 | -0.31 | 0.17 | -0.35 | 0.19 | [-0.47, -0.24] | [-0.61, -0.10] |
| Energy | Social demands interpersonal aggression leaders | Daily Diary | 1 | 110 | -0.18 | NA | -0.20 | NA | [-0.39, 0.00] | [ NA, NA] |
| Energy | Social demands interpersonal aggression leaders | Multiwave | 5 | 1,904 | -0.26 | 0.12 | -0.30 | 0.10 | [-0.44, -0.15] | [-0.46, -0.14] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Multiwave | -0.35 | -0.30 | -0.06 | [-0.22, 0.10] |

## Personal Resources

## [1] "Core self-evaluation" "Employability" "Psychological capital"  
## [4] "Mindfulness" "Self-efficacy" "Self-esteem"

### Overall

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Personal Resources | All Levels | 36 | 18,365 | 0.39 | 0.19 | 0.46 | 0.23 | [ 0.38, 0.54] | [ 0.17, 0.76] |
| Energy | Personal Resources | Cross-sectional | 18 | 6,809 | 0.37 | 0.15 | 0.45 | 0.18 | [ 0.35, 0.54] | [ 0.21, 0.68] |
| Energy | Personal Resources | Daily Diary | 7 | 587 | 0.32 | 0.34 | 0.33 | 0.42 | [-0.08, 0.73] | [-0.28, 0.94] |
| Energy | Personal Resources | Multiwave | 11 | 10,969 | 0.41 | 0.21 | 0.48 | 0.25 | [ 0.31, 0.65] | [ 0.14, 0.82] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Daily Diary | 0.45 | 0.33 | 0.12 | [-0.24, 0.47] |
| Cross-sectional | Multiwave | 0.45 | 0.48 | -0.03 | [-0.21, 0.14] |
| Daily Diary | Multiwave | 0.33 | 0.48 | -0.15 | [-0.54, 0.23] |

### Core self-evaluation

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Core self-evaluation | All Levels | 6 | 3,790 | 0.51 | 0.26 | 0.58 | 0.30 | [ 0.26, 0.90] | [ 0.13, 1.03] |
| Energy | Core self-evaluation | Cross-sectional | 1 | 100 | 0.43 | NA | 0.50 | NA | [ 0.31, 0.69] | [ NA, NA] |
| Energy | Core self-evaluation | Daily Diary | 2 | 160 | 0.48 | 0.15 | 0.63 | 0.48 | [-3.85, 5.10] | [-0.86, 2.11] |
| Energy | Core self-evaluation | Multiwave | 3 | 3,530 | 0.51 | 0.30 | 0.58 | 0.34 | [-0.27, 1.43] | [-0.06, 1.22] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Daily Diary | Multiwave | 0.63 | 0.58 | 0.05 | [-1.24, 1.33] |

### Employability

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Employability | All Levels | 4 | 4,044 | 0.18 | 0.07 | 0.20 | 0.08 | [ 0.06, 0.33] | [ 0.07, 0.32] |
| Energy | Employability | Cross-sectional | 2 | 1,088 | 0.13 | 0.13 | 0.15 | 0.13 | [-1.10, 1.39] | [-0.26, 0.55] |
| Energy | Employability | Multiwave | 2 | 2,956 | 0.19 | 0.04 | 0.22 | 0.06 | [-0.41, 0.84] | [ 0.02, 0.41] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Multiwave | 0.15 | 0.22 | -0.07 | [-0.54, 0.40] |

### Mindfulness

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Mindfulness | All Levels | 4 | 588 | 0.23 | 0.27 | 0.25 | 0.36 | [-0.35, 0.85] | [-0.34, 0.84] |
| Energy | Mindfulness | Cross-sectional | 2 | 233 | 0.43 | 0.00 | 0.60 | 0.00 | [ 0.60, 0.61] | [ 0.60, 0.60] |
| Energy | Mindfulness | Daily Diary | 1 | 155 | -0.15 | NA | -0.16 | NA | [-0.32, 0.00] | [ NA, NA] |
| Energy | Mindfulness | Multiwave | 1 | 200 | 0.30 | NA | 0.38 | NA | [ 0.22, 0.54] | [ NA, NA] |

#### ANOVA

### Psychological capital

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Mindfulness | All Levels | 4 | 588 | 0.23 | 0.27 | 0.25 | 0.36 | [-0.35, 0.85] | [-0.34, 0.84] |
| Energy | Mindfulness | Cross-sectional | 2 | 233 | 0.43 | 0.00 | 0.60 | 0.00 | [ 0.60, 0.61] | [ 0.60, 0.60] |
| Energy | Mindfulness | Daily Diary | 1 | 155 | -0.15 | NA | -0.16 | NA | [-0.32, 0.00] | [ NA, NA] |
| Energy | Mindfulness | Multiwave | 1 | 200 | 0.30 | NA | 0.38 | NA | [ 0.22, 0.54] | [ NA, NA] |

#### ANOVA

### Self-efficacy

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Self-efficacy | All Levels | 9 | 3,103 | 0.44 | 0.11 | 0.54 | 0.11 | [ 0.45, 0.63] | [ 0.39, 0.69] |
| Energy | Self-efficacy | Cross-sectional | 5 | 1,891 | 0.41 | 0.13 | 0.53 | 0.13 | [ 0.36, 0.71] | [ 0.33, 0.73] |
| Energy | Self-efficacy | Daily Diary | 2 | 172 | 0.54 | 0.18 | 0.60 | 0.26 | [-1.87, 3.06] | [-0.20, 1.40] |
| Energy | Self-efficacy | Multiwave | 2 | 1,040 | 0.48 | 0.08 | 0.54 | 0.07 | [-0.15, 1.23] | [ 0.34, 0.75] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Daily Diary | 0.53 | 0.60 | -0.07 | [-0.59, 0.46] |
| Cross-sectional | Multiwave | 0.53 | 0.54 | -0.01 | [-0.23, 0.20] |
| Daily Diary | Multiwave | 0.60 | 0.54 | 0.05 | [-0.81, 0.92] |

### Self-esteem

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Self-esteem | All Levels | 7 | 2,344 | 0.48 | 0.09 | 0.54 | 0.08 | [ 0.46, 0.63] | [0.43, 0.65] |
| Energy | Self-esteem | Cross-sectional | 5 | 2,081 | 0.50 | 0.05 | 0.56 | 0.03 | [ 0.50, 0.63] | [0.51, 0.62] |
| Energy | Self-esteem | Daily Diary | 1 | 41 | 0.12 | NA | 0.14 | NA | [-0.21, 0.48] | [ NA, NA] |
| Energy | Self-esteem | Multiwave | 1 | 222 | 0.31 | NA | 0.40 | NA | [ 0.25, 0.55] | [ NA, NA] |

#### ANOVA

## Work-related attitudes

## [1] "Job satisfaction" "Organizational commitment"

### Overall

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 1 missing sample\_id label identified: Missing label has been replaced by a generic designatorFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Work-related attitudes | All Levels | 50 | 48,733 | 0.40 | 0.19 | 0.48 | 0.22 | [ 0.41, 0.54] | [ 0.20, 0.76] |
| Energy | Work-related attitudes | Cross-sectional | 43 | 44,457 | 0.42 | 0.18 | 0.50 | 0.20 | [ 0.44, 0.56] | [ 0.24, 0.75] |
| Energy | Work-related attitudes | Daily Diary | 4 | 1,128 | 0.18 | 0.22 | 0.20 | 0.25 | [-0.21, 0.62] | [-0.21, 0.61] |
| Energy | Work-related attitudes | Multiwave | 4 | 3,339 | 0.26 | 0.30 | 0.30 | 0.35 | [-0.26, 0.87] | [-0.28, 0.88] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Daily Diary | 0.50 | 0.20 | 0.30 | [ 0.03, 0.57] |
| Cross-sectional | Multiwave | 0.50 | 0.30 | 0.19 | [-0.17, 0.56] |
| Daily Diary | Multiwave | 0.20 | 0.30 | -0.10 | [-0.64, 0.44] |

### Job satisfaction

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 1 missing sample\_id label identified: Missing label has been replaced by a generic designatorFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Job satisfaction | All Levels | 45 | 46,446 | 0.41 | 0.18 | 0.49 | 0.20 | [ 0.42, 0.55] | [ 0.22, 0.75] |
| Energy | Job satisfaction | Cross-sectional | 39 | 42,260 | 0.43 | 0.17 | 0.51 | 0.18 | [ 0.45, 0.57] | [ 0.28, 0.74] |
| Energy | Job satisfaction | Daily Diary | 3 | 1,038 | 0.18 | 0.25 | 0.20 | 0.28 | [-0.50, 0.91] | [-0.32, 0.73] |
| Energy | Job satisfaction | Multiwave | 4 | 3,339 | 0.26 | 0.30 | 0.30 | 0.34 | [-0.25, 0.84] | [-0.26, 0.86] |

#### ANOVA

## level\_1 level\_2 mean\_1 mean\_2 diff CI\_LL\_95  
## 1 Cross-sectional Daily Diary 0.51 0.20 0.31 [-0.03, 0.64]  
## 2 Cross-sectional Multiwave 0.51 0.30 0.21 [-0.14, 0.56]  
## 3 Daily Diary Multiwave 0.20 0.30 -0.09 [-0.70, 0.52]

### Organizational commitment

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Organizational commitment | All Levels | 13 | 6,873 | 0.43 | 0.26 | 0.52 | 0.29 | [ 0.35, 0.70] | [0.13, 0.92] |
| Energy | Organizational commitment | Cross-sectional | 12 | 6,783 | 0.44 | 0.26 | 0.53 | 0.29 | [ 0.34, 0.72] | [0.13, 0.93] |
| Energy | Organizational commitment | Daily Diary | 1 | 90 | 0.16 | NA | 0.19 | NA | [-0.05, 0.43] | [ NA, NA] |

#### ANOVA

## Positive Well-being

## [1] "Recovery" "Detachment"   
## [3] "Life satisfaction" "Psychological well-being"  
## [5] "Positive affect"

### Overall

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 3 missing sample\_id labels identified: Missing labels have been replaced by unique generic designatorsFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Positive Well-being | All Levels | 72 | 33,685 | 0.42 | 0.18 | 0.51 | 0.22 | [0.46, 0.56] | [0.23, 0.79] |
| Energy | Positive Well-being | Cross-sectional | 40 | 28,487 | 0.44 | 0.16 | 0.55 | 0.20 | [0.48, 0.61] | [0.28, 0.81] |
| Energy | Positive Well-being | Daily Diary | 26 | 2,735 | 0.44 | 0.22 | 0.50 | 0.23 | [0.40, 0.60] | [0.20, 0.80] |
| Energy | Positive Well-being | Multiwave | 6 | 2,463 | 0.17 | 0.12 | 0.20 | 0.12 | [0.05, 0.34] | [0.01, 0.38] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Daily Diary | 0.55 | 0.50 | 0.05 | [-0.07, 0.16] |
| Cross-sectional | Multiwave | 0.55 | 0.20 | 0.35 | [ 0.22, 0.48] |
| Daily Diary | Multiwave | 0.50 | 0.20 | 0.30 | [ 0.15, 0.45] |

### Overall without detachment

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 3 missing sample\_id labels identified: Missing labels have been replaced by unique generic designatorsFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | scale\_energy\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Positive Well-being | All Levels | 70 | 32,935 | 0.44 | 0.17 | 0.53 | 0.21 | [0.48, 0.58] | [ 0.26, 0.80] |
| Energy | Positive Well-being | Other | 21 | 14,895 | 0.51 | 0.12 | 0.63 | 0.17 | [0.55, 0.71] | [ 0.41, 0.85] |
| Energy | Positive Well-being | SMVM | 8 | 2,042 | 0.36 | 0.19 | 0.41 | 0.19 | [0.25, 0.58] | [ 0.14, 0.68] |
| Energy | Positive Well-being | SVS | 9 | 1,296 | 0.39 | 0.36 | 0.45 | 0.39 | [0.15, 0.76] | [-0.09, 0.99] |
| Energy | Positive Well-being | UWES | 32 | 14,702 | 0.38 | 0.17 | 0.46 | 0.18 | [0.39, 0.53] | [ 0.22, 0.70] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Other | SMVM | 0.63 | 0.41 | 0.22 | [ 0.05, 0.38] |
| Other | SVS | 0.63 | 0.45 | 0.18 | [-0.10, 0.46] |
| Other | UWES | 0.63 | 0.46 | 0.17 | [ 0.07, 0.27] |
| SMVM | SVS | 0.41 | 0.45 | -0.04 | [-0.36, 0.28] |
| SMVM | UWES | 0.41 | 0.46 | -0.05 | [-0.21, 0.11] |
| SVS | UWES | 0.45 | 0.46 | -0.01 | [-0.28, 0.27] |

### Detachment

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Detachment | All Levels | 8 | 3,658 | 0.15 | 0.06 | 0.17 | 0.05 | [ 0.11, 0.23] | [ 0.11, 0.24] |
| Energy | Detachment | Cross-sectional | 5 | 2,825 | 0.15 | 0.04 | 0.18 | 0.00 | [ 0.13, 0.23] | [ 0.18, 0.18] |
| Energy | Detachment | Daily Diary | 2 | 169 | 0.19 | 0.32 | 0.24 | 0.35 | [-3.08, 3.56] | [-0.83, 1.31] |
| Energy | Detachment | Multiwave | 1 | 664 | 0.12 | NA | 0.14 | NA | [ 0.05, 0.22] | [ NA, NA] |

#### ANOVA

## level\_1 level\_2 mean\_1 mean\_2 diff CI\_LL\_95  
## 1 Cross-sectional Daily Diary 0.18 0.24 -0.06 [-0.73, 0.61]

### Life satisfaction

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Life satisfaction | All Levels | 8 | 13,757 | 0.47 | 0.13 | 0.59 | 0.17 | [0.44, 0.73] | [0.35, 0.83] |
| Energy | Life satisfaction | Cross-sectional | 6 | 13,404 | 0.47 | 0.12 | 0.59 | 0.17 | [0.41, 0.77] | [0.34, 0.85] |
| Energy | Life satisfaction | Daily Diary | 1 | 79 | 0.62 | NA | 0.79 | NA | [0.62, 0.96] | [ NA, NA] |
| Energy | Life satisfaction | Multiwave | 1 | 274 | 0.24 | NA | 0.32 | NA | [0.17, 0.47] | [ NA, NA] |

#### ANOVA

### Positive affect

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Positive affect | All Levels | 22 | 7,327 | 0.45 | 0.16 | 0.54 | 0.19 | [ 0.45, 0.62] | [ 0.28, 0.79] |
| Energy | Positive affect | Cross-sectional | 14 | 5,563 | 0.46 | 0.14 | 0.55 | 0.17 | [ 0.45, 0.65] | [ 0.33, 0.77] |
| Energy | Positive affect | Daily Diary | 6 | 787 | 0.62 | 0.21 | 0.70 | 0.23 | [ 0.45, 0.95] | [ 0.37, 1.04] |
| Energy | Positive affect | Multiwave | 2 | 977 | 0.30 | 0.17 | 0.34 | 0.18 | [-1.35, 2.02] | [-0.22, 0.90] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Daily Diary | 0.55 | 0.70 | -0.15 | [-0.38, 0.07] |
| Cross-sectional | Multiwave | 0.55 | 0.34 | 0.21 | [-0.09, 0.51] |
| Daily Diary | Multiwave | 0.70 | 0.34 | 0.36 | [-0.04, 0.76] |

### Psychological well-being

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Psychological well-being | All Levels | 36 | 11,126 | 0.45 | 0.21 | 0.56 | 0.23 | [ 0.48, 0.64] | [0.26, 0.86] |
| Energy | Psychological well-being | Cross-sectional | 23 | 9,783 | 0.47 | 0.20 | 0.58 | 0.22 | [ 0.49, 0.68] | [0.29, 0.87] |
| Energy | Psychological well-being | Daily Diary | 12 | 1,143 | 0.36 | 0.20 | 0.42 | 0.21 | [ 0.27, 0.57] | [0.14, 0.70] |
| Energy | Psychological well-being | Multiwave | 1 | 200 | 0.08 | NA | 0.10 | NA | [-0.07, 0.28] | [ NA, NA] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Daily Diary | 0.58 | 0.42 | 0.16 | [0.00, 0.33] |

### Recovery

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

## 3 missing sample\_id labels identified: Missing labels have been replaced by unique generic designatorsFALSE

## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Recovery | All Levels | 24 | 5,918 | 0.25 | 0.15 | 0.29 | 0.15 | [ 0.22, 0.36] | [ 0.09, 0.50] |
| Energy | Recovery | Cross-sectional | 8 | 3,788 | 0.24 | 0.07 | 0.29 | 0.07 | [ 0.22, 0.36] | [ 0.19, 0.38] |
| Energy | Recovery | Daily Diary | 13 | 1,308 | 0.39 | 0.20 | 0.43 | 0.19 | [ 0.30, 0.56] | [ 0.17, 0.69] |
| Energy | Recovery | Multiwave | 3 | 822 | 0.05 | 0.12 | 0.07 | 0.12 | [-0.27, 0.40] | [-0.15, 0.29] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Daily Diary | 0.29 | 0.43 | -0.14 | [-0.28, 0.00] |
| Cross-sectional | Multiwave | 0.29 | 0.07 | 0.22 | [ 0.03, 0.41] |
| Daily Diary | Multiwave | 0.43 | 0.07 | 0.36 | [ 0.15, 0.57] |

## Negative well-being

## [1] "Burnout"   
## [2] "Negative affect"   
## [3] "Negative psychological well-being various"  
## [4] "Physical ill-health & sleep complaints"

### Overall

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Negative well-being | All Levels | 105 | 59,885 | -0.37 | 0.22 | -0.43 | 0.25 | [-0.48, -0.38] | [-0.76, -0.11] |
| Energy | Negative well-being | Cross-sectional | 66 | 43,301 | -0.34 | 0.23 | -0.40 | 0.27 | [-0.47, -0.33] | [-0.75, -0.05] |
| Energy | Negative well-being | Daily Diary | 20 | 1,819 | -0.42 | 0.23 | -0.50 | 0.25 | [-0.62, -0.37] | [-0.83, -0.17] |
| Energy | Negative well-being | Multiwave | 20 | 14,956 | -0.44 | 0.17 | -0.50 | 0.18 | [-0.59, -0.42] | [-0.75, -0.26] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Daily Diary | -0.40 | -0.50 | 0.10 | [-0.04, 0.23] |
| Cross-sectional | Multiwave | -0.40 | -0.50 | 0.10 | [ 0.00, 0.21] |
| Daily Diary | Multiwave | -0.50 | -0.50 | 0.00 | [-0.14, 0.15] |

### Exhaustion

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Burnout | All Levels | 56 | 34,238 | -0.34 | 0.32 | -0.39 | 0.37 | [-0.49, -0.29] | [-0.87, 0.08] |
| Energy | Burnout | Cross-sectional | 36 | 25,970 | -0.29 | 0.33 | -0.33 | 0.39 | [-0.46, -0.19] | [-0.84, 0.18] |
| Energy | Burnout | Daily Diary | 8 | 793 | -0.48 | 0.24 | -0.56 | 0.26 | [-0.79, -0.33] | [-0.93, -0.19] |
| Energy | Burnout | Multiwave | 12 | 7,475 | -0.52 | 0.17 | -0.60 | 0.16 | [-0.70, -0.49] | [-0.82, -0.37] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Daily Diary | -0.33 | -0.56 | 0.23 | [ 0.00, 0.47] |
| Cross-sectional | Multiwave | -0.33 | -0.60 | 0.27 | [ 0.10, 0.43] |
| Daily Diary | Multiwave | -0.56 | -0.60 | 0.04 | [-0.19, 0.26] |

### Cynicism Deperso

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Burnout | All Levels | 20 | 15,568 | -0.46 | 0.20 | -0.56 | 0.22 | [-0.67, -0.46] | [-0.86, -0.27] |
| Energy | Burnout | Cross-sectional | 16 | 13,727 | -0.46 | 0.20 | -0.56 | 0.23 | [-0.68, -0.44] | [-0.87, -0.25] |
| Energy | Burnout | Multiwave | 4 | 1,841 | -0.49 | 0.20 | -0.57 | 0.21 | [-0.91, -0.22] | [-0.91, -0.22] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Multiwave | -0.56 | -0.57 | 0.01 | [-0.25, 0.26] |

### Negative psychological well-being various

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Burnout | All Levels | 20 | 15,568 | -0.46 | 0.20 | -0.56 | 0.22 | [-0.67, -0.46] | [-0.86, -0.27] |
| Energy | Burnout | Cross-sectional | 16 | 13,727 | -0.46 | 0.20 | -0.56 | 0.23 | [-0.68, -0.44] | [-0.87, -0.25] |
| Energy | Burnout | Multiwave | 4 | 1,841 | -0.49 | 0.20 | -0.57 | 0.21 | [-0.91, -0.22] | [-0.91, -0.22] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Multiwave | -0.56 | -0.57 | 0.01 | [-0.25, 0.26] |

### Negative affect

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Negative affect | All Levels | 15 | 5,425 | -0.24 | 0.11 | -0.29 | 0.13 | [-0.36, -0.21] | [-0.46, -0.11] |
| Energy | Negative affect | Cross-sectional | 8 | 4,007 | -0.24 | 0.11 | -0.30 | 0.13 | [-0.42, -0.18] | [-0.49, -0.11] |
| Energy | Negative affect | Daily Diary | 5 | 435 | -0.31 | 0.18 | -0.37 | 0.21 | [-0.67, -0.06] | [-0.69, -0.04] |
| Energy | Negative affect | Multiwave | 2 | 983 | -0.18 | 0.01 | -0.24 | 0.00 | [-0.32, -0.16] | [-0.24, -0.24] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Daily Diary | -0.30 | -0.37 | 0.06 | [-0.20, 0.33] |
| Cross-sectional | Multiwave | -0.30 | -0.24 | -0.07 | [-0.18, 0.05] |
| Daily Diary | Multiwave | -0.37 | -0.24 | -0.13 | [-0.41, 0.15] |

### Burnout composite or other

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Burnout | All Levels | 7 | 3,315 | -0.56 | 0.17 | -0.63 | 0.19 | [-0.80, -0.45] | [-0.90, -0.36] |
| Energy | Burnout | Cross-sectional | 5 | 2,951 | -0.56 | 0.19 | -0.62 | 0.21 | [-0.88, -0.36] | [-0.94, -0.31] |
| Energy | Burnout | Daily Diary | 1 | 115 | -0.51 | NA | -0.68 | NA | [-0.86, -0.50] | [ NA, NA] |
| Energy | Burnout | Multiwave | 1 | 249 | -0.61 | NA | -0.67 | NA | [-0.75, -0.58] | [ NA, NA] |

#### ANOVA

### Reduced efficacy low personal accomplishment

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Burnout | All Levels | 8 | 3,151 | -0.50 | 0.14 | -0.63 | 0.16 | [-0.77, -0.49] | [-0.86, -0.41] |
| Energy | Burnout | Cross-sectional | 6 | 2,225 | -0.49 | 0.15 | -0.63 | 0.19 | [-0.84, -0.42] | [-0.91, -0.35] |
| Energy | Burnout | Multiwave | 2 | 926 | -0.53 | 0.13 | -0.64 | 0.12 | [-1.77, 0.50] | [-1.01, -0.27] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Multiwave | -0.63 | -0.64 | 0.01 | [-0.29, 0.30] |

### Physical ill-health

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Physical ill-health & sleep complaints | All Levels | 6 | 5,536 | -0.32 | 0.08 | -0.39 | 0.07 | [-0.48, -0.31] | [-0.50, -0.29] |
| Energy | Physical ill-health & sleep complaints | Cross-sectional | 5 | 5,287 | -0.31 | 0.08 | -0.39 | 0.06 | [-0.47, -0.30] | [-0.48, -0.29] |
| Energy | Physical ill-health & sleep complaints | Multiwave | 1 | 249 | -0.51 | NA | -0.55 | NA | [-0.65, -0.45] | [ NA, NA] |

#### ANOVA

### Sleep complaints

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Physical ill-health & sleep complaints | All Levels | 3 | 485 | -0.27 | 0.22 | -0.32 | 0.24 | [-0.95, 0.31] | [-0.77, 0.13] |
| Energy | Physical ill-health & sleep complaints | Cross-sectional | 1 | 304 | -0.13 | NA | -0.15 | NA | [-0.28, -0.02] | [ NA, NA] |
| Energy | Physical ill-health & sleep complaints | Daily Diary | 2 | 181 | -0.51 | 0.04 | -0.58 | 0.00 | [-0.61, -0.54] | [-0.58, -0.58] |

#### ANOVA

## Job Performance

## [1] "Contextual perfromance" "Task performance"

### Overall

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Job Performance | All Levels | 44 | 25,968 | 0.32 | 0.13 | 0.37 | 0.15 | [0.33, 0.42] | [0.18, 0.56] |
| Energy | Job Performance | Cross-sectional | 25 | 14,123 | 0.34 | 0.13 | 0.40 | 0.14 | [0.34, 0.46] | [0.21, 0.58] |
| Energy | Job Performance | Daily Diary | 9 | 4,956 | 0.24 | 0.17 | 0.29 | 0.21 | [0.13, 0.45] | [0.00, 0.58] |
| Energy | Job Performance | Multiwave | 11 | 7,079 | 0.32 | 0.07 | 0.37 | 0.09 | [0.31, 0.44] | [0.25, 0.50] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Daily Diary | 0.40 | 0.29 | 0.11 | [-0.05, 0.26] |
| Cross-sectional | Multiwave | 0.40 | 0.37 | 0.02 | [-0.06, 0.11] |
| Daily Diary | Multiwave | 0.29 | 0.37 | -0.08 | [-0.24, 0.08] |

### Contextual performance

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Contextual perfromance | All Levels | 21 | 9,770 | 0.35 | 0.08 | 0.41 | 0.10 | [ 0.36, 0.46] | [ 0.27, 0.54] |
| Energy | Contextual perfromance | Cross-sectional | 11 | 5,731 | 0.35 | 0.09 | 0.40 | 0.10 | [ 0.32, 0.47] | [ 0.26, 0.54] |
| Energy | Contextual perfromance | Daily Diary | 3 | 214 | 0.29 | 0.24 | 0.29 | 0.40 | [-0.77, 1.34] | [-0.47, 1.04] |
| Energy | Contextual perfromance | Multiwave | 8 | 4,015 | 0.36 | 0.05 | 0.43 | 0.07 | [ 0.36, 0.49] | [ 0.33, 0.52] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Daily Diary | 0.40 | 0.29 | 0.11 | [-0.43, 0.65] |
| Cross-sectional | Multiwave | 0.40 | 0.43 | -0.03 | [-0.12, 0.07] |
| Daily Diary | Multiwave | 0.29 | 0.43 | -0.14 | [-0.70, 0.42] |

### Task performance

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Task performance | All Levels | 27 | 18,248 | 0.29 | 0.14 | 0.35 | 0.16 | [0.28, 0.42] | [0.14, 0.56] |
| Energy | Task performance | Cross-sectional | 16 | 9,722 | 0.34 | 0.14 | 0.40 | 0.15 | [0.31, 0.48] | [0.19, 0.60] |
| Energy | Task performance | Daily Diary | 7 | 4,809 | 0.24 | 0.17 | 0.29 | 0.21 | [0.10, 0.49] | [0.00, 0.59] |
| Energy | Task performance | Multiwave | 4 | 3,717 | 0.26 | 0.08 | 0.29 | 0.10 | [0.12, 0.46] | [0.13, 0.46] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Daily Diary | 0.40 | 0.29 | 0.10 | [-0.08, 0.29] |
| Cross-sectional | Multiwave | 0.40 | 0.29 | 0.10 | [-0.04, 0.24] |
| Daily Diary | Multiwave | 0.29 | 0.29 | 0.00 | [-0.22, 0.22] |

## Negative work-related intentions

## [1] "CWB" "Turnover intention"

### Overall

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Negative work-related intentions | All Levels | 25 | 17,131 | -0.21 | 0.26 | -0.27 | 0.31 | [-0.40, -0.14] | [-0.68, 0.14] |
| Energy | Negative work-related intentions | Cross-sectional | 19 | 10,879 | -0.37 | 0.13 | -0.44 | 0.15 | [-0.52, -0.37] | [-0.64, -0.25] |
| Energy | Negative work-related intentions | Daily Diary | 3 | 4,789 | 0.12 | 0.10 | 0.27 | 0.19 | [-0.23, 0.78] | [-0.09, 0.64] |
| Energy | Negative work-related intentions | Multiwave | 4 | 1,655 | -0.15 | 0.27 | -0.18 | 0.32 | [-0.69, 0.34] | [-0.70, 0.34] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Daily Diary | -0.44 | 0.27 | -0.72 | [-0.97, -0.46] |
| Cross-sectional | Multiwave | -0.44 | -0.18 | -0.26 | [-0.61, 0.08] |
| Daily Diary | Multiwave | 0.27 | -0.18 | 0.45 | [-0.06, 0.96] |

### CWB

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | CWB | All Levels | 8 | 3,006 | -0.25 | 0.29 | -0.30 | 0.34 | [-0.58, -0.01] | [-0.77, 0.18] |
| Energy | CWB | Cross-sectional | 4 | 2,231 | -0.36 | 0.18 | -0.42 | 0.21 | [-0.76, -0.08] | [-0.76, -0.07] |
| Energy | CWB | Daily Diary | 2 | 160 | -0.04 | 0.57 | 0.10 | 0.79 | [-7.18, 7.38] | [-2.34, 2.54] |
| Energy | CWB | Multiwave | 3 | 807 | 0.05 | 0.25 | 0.07 | 0.30 | [-0.69, 0.82] | [-0.49, 0.62] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| Cross-sectional | Daily Diary | -0.42 | 0.10 | -0.52 | [-2.14, 1.10] |
| Cross-sectional | Multiwave | -0.42 | 0.07 | -0.48 | [-1.01, 0.04] |
| Daily Diary | Multiwave | 0.10 | 0.07 | 0.03 | [-1.87, 1.94] |

### Turnover intention

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | study\_design\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Turnover intention | All Levels | 17 | 14,125 | -0.21 | 0.26 | -0.28 | 0.30 | [-0.43, -0.12] | [-0.68, 0.13] |
| Energy | Turnover intention | Cross-sectional | 15 | 8,648 | -0.37 | 0.12 | -0.45 | 0.14 | [-0.53, -0.37] | [-0.63, -0.27] |
| Energy | Turnover intention | Daily Diary | 1 | 4,629 | 0.13 | NA | 0.16 | NA | [ 0.13, 0.20] | [ NA, NA] |
| Energy | Turnover intention | Multiwave | 1 | 848 | -0.33 | NA | -0.38 | NA | [-0.44, -0.31] | [ NA, NA] |

#### ANOVA

# Moderation analyses: Rating (for Criterion Performance only)

## Job Performance

## [1] "Contextual perfromance" "Task performance"

### Overall

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | rating\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Job Performance | All Levels | 44 | 25,968 | 0.32 | 0.13 | 0.37 | 0.15 | [0.33, 0.42] | [0.18, 0.56] |
| Energy | Job Performance | other | 9 | 4,956 | 0.24 | 0.17 | 0.29 | 0.21 | [0.13, 0.45] | [0.00, 0.58] |
| Energy | Job Performance | other-rating | 11 | 7,079 | 0.32 | 0.07 | 0.37 | 0.09 | [0.31, 0.44] | [0.25, 0.50] |
| Energy | Job Performance | self-rated | 25 | 14,123 | 0.34 | 0.13 | 0.40 | 0.14 | [0.34, 0.46] | [0.21, 0.58] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| other | other-rating | 0.29 | 0.37 | -0.08 | [-0.24, 0.08] |
| other | self-rated | 0.29 | 0.40 | -0.11 | [-0.26, 0.05] |
| other-rating | self-rated | 0.37 | 0.40 | -0.02 | [-0.11, 0.06] |

### Contextual performance

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning reliability information

| construct\_x | construct\_y | rating\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Contextual perfromance | All Levels | 21 | 9,770 | 0.35 | 0.08 | 0.41 | 0.10 | [ 0.36, 0.46] | [ 0.27, 0.54] |
| Energy | Contextual perfromance | other | 3 | 214 | 0.29 | 0.24 | 0.29 | 0.40 | [-0.77, 1.34] | [-0.47, 1.04] |
| Energy | Contextual perfromance | other-rating | 8 | 4,015 | 0.36 | 0.05 | 0.43 | 0.07 | [ 0.36, 0.49] | [ 0.33, 0.52] |
| Energy | Contextual perfromance | self-rated | 11 | 5,731 | 0.35 | 0.09 | 0.40 | 0.10 | [ 0.32, 0.47] | [ 0.26, 0.54] |

#### ANOVA

| level\_1 | level\_2 | mean\_1 | mean\_2 | diff | CI\_LL\_95 |
| --- | --- | --- | --- | --- | --- |
| other | other-rating | 0.29 | 0.43 | -0.14 | [-0.70, 0.42] |
| other | self-rated | 0.29 | 0.40 | -0.11 | [-0.65, 0.43] |
| other-rating | self-rated | 0.43 | 0.40 | 0.03 | [-0.07, 0.12] |

### Task performance

## \*\*\*\* Running ma\_r: Meta-analysis of correlations \*\*\*\*   
## Cleaning and imputing reliability information

| construct\_x | construct\_y | rating\_moderator | k | N | mean\_r | sd\_r | mean\_rho | sd\_rho | CI\_LL\_95 | CR\_LL\_80 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Energy | Task performance | All Levels | 27 | 18,248 | 0.29 | 0.14 | 0.35 | 0.16 | [0.28, 0.42] | [0.14, 0.56] |
| Energy | Task performance | other | 7 | 4,809 | 0.24 | 0.17 | 0.29 | 0.21 | [0.10, 0.49] | [0.00, 0.59] |
| Energy | Task performance | other-rating | 4 | 3,717 | 0.26 | 0.08 | 0.29 | 0.10 | [0.12, 0.46] | [0.13, 0.46] |
| Energy | Task performance | self-rated | 16 | 9,722 | 0.34 | 0.14 | 0.40 | 0.15 | [0.31, 0.48] | [0.19, 0.60] |

#### ANOVA

## level\_1 level\_2 mean\_1 mean\_2 diff CI\_LL\_95  
## 1 other other-rating 0.29 0.29 0.00 [-0.22, 0.22]  
## 2 other self-rated 0.29 0.40 -0.10 [-0.29, 0.08]  
## 3 other-rating self-rated 0.29 0.40 -0.10 [-0.24, 0.04]

# Sensitivity analyses

## Job & Organizational Resources

## Job Demands & Stressors

## Personal Resources

## Work-related attitudes

## Positive Well-being

## Negative well-being

## Job Performance

## Negative work-related intentions

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