[1] "Never and With History"
[1] "Once a week and With History"
[1] "2-3 times a week and With History"
[1] "4-5 times a week and With History"
[1] "Always and With History"

8. During the Covid-19 period, how often did you use to work from home
Check Correlation
[1] "Never and With History"
[1] "Once a week and With History"
[1] "2-3 times a week and With History"
[1] "4-5 times a week and With History"
[1] "Always and With History"

9. Before work from home X During work from home
[1] "VARIABLE => BC Work from Home x DC Work from Home (ALL)"
[1] "VARIABLE => BC Work from Home x DC Work from Home (WITH HISTORY)"

How often do your assigned tasks change abruptly without prior notice
Check Correlation
[1] "Never and With History"
[1] "A few times a year and With History"
[1] "A few times a month and With History"
[1] "A few times a week and With History"
[1] "Daily and With History"

How often do you have deadlines?
Check Correlation
[1] "Never and With History"
[1] "A few times a year and With History"
[1] "A few times a month and With History"
[1] "A few times a week and With History"
[1] "Daily and With History"

How often do you have deadlines that are difficult to meet?
Check Correlation
[1] "Never and With History"
[1] "A few times a year and With History"
[1] "A few times a month and With History"
[1] "A few times a week and With History"
[1] "Daily and With History"

How would you rate the level of consequences if a deadline were not met? [For you]
Check Correlation
[1] "None and With History"
[1] "Minor and With History"
[1] "Moderate and With History"

[1] "High and With History"
[1] "Severe and With History"

How would you rate the level of consequences if a deadline were not met? [For the company]
Check Correlation
[1] "None and With History"
[1] "Minor and With History"
[1] "Moderate and With History"
[1] "High and With History"
[1] "Severe and With History"

I do not have time to do my tasks with the quality I expect
Check Correlation
[1] "Strongly disagree and With History"
[1] "Disagree and With History"
[1] "Neutral and With History"
[1] "Agree and With History"
[1] "Strongly agree and With History"

I feel self-imposed pressure to finish my tasks as fast as I can
Check Correlation
[1] "Strongly disagree and With History"
[1] "Disagree and With History"
[1] "Neutral and With History"
[1] "Agree and With History"
[1] "Strongly agree and With History"

I feel pressured by the company to finish my tasks as fast as I can
Check Correlation
[1] "Strongly disagree and With History"
[1] "Disagree and With History"
[1] "Neutral and With History"
[1] "Agree and With History"
[1] "Strongly agree and With History"

I feel that the company expects me to learn technologies needed for work outside normal work hours
Check Correlation
[1] "Strongly disagree and With History"
[1] "Disagree and With History"
[1] "Neutral and With History"
[1] "Agree and With History"
[1] "Strongly agree and With History"

The deadlines I work with are predictable
Check Correlation
[1] "Strongly disagree and With History"

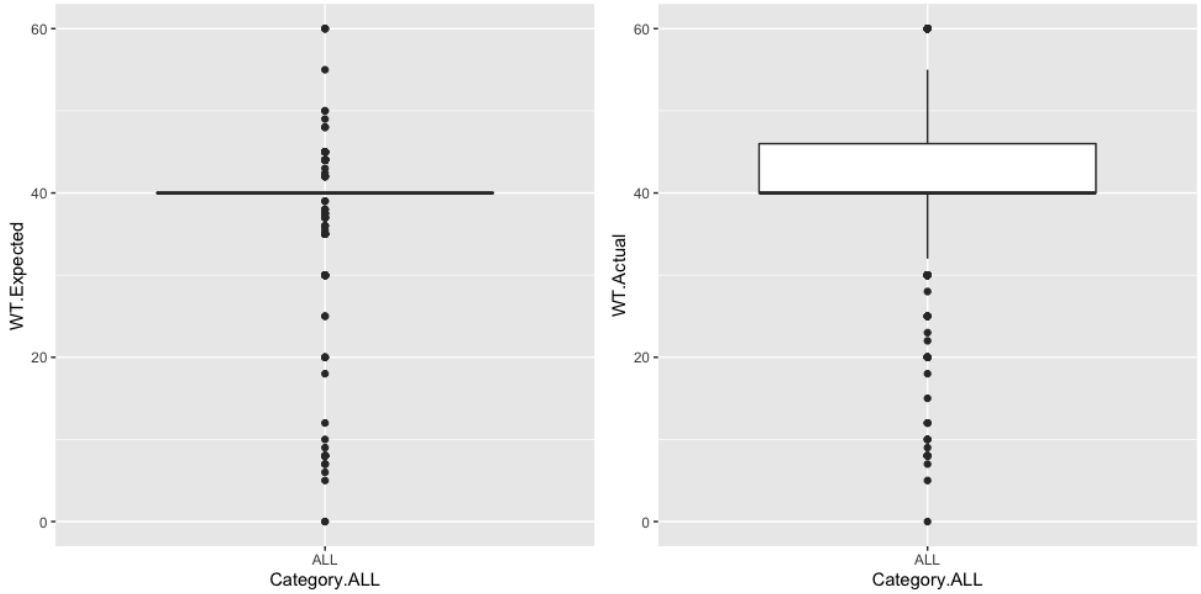
[1] "Disagree and With History"
[1] "Neutral and With History"
[1] "Agree and With History"
[1] "Strongly agree and With History"

1. Hours of Work Expected x Actual Hours of Work

[1] "=============================="

[1] "VARIABLE => Hours Expected x Hours Actual (ALL)"

[1] "=============================="



Shapiro-Wilk normality test

data: v1
W = 0.60346, p-value < 2.2e-16

Shapiro-Wilk normality test

data: v2
W = 0.91159, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Mann-Withney"

Wilcoxon rank sum test with continuity correction

data: v1 and v2
W = 100980, p-value = 2.318e-08
alternative hypothesis: true location shift is not equal to 0

[1] "Null Hypothesis IS Rejected"
[1] "Mean Expected = 38.3788"

[1] "Mean Actual = 40.9758"
[1] "Median Expected = 40"
[1] "Median Actual = 40"
[1] "Expected < Actual"

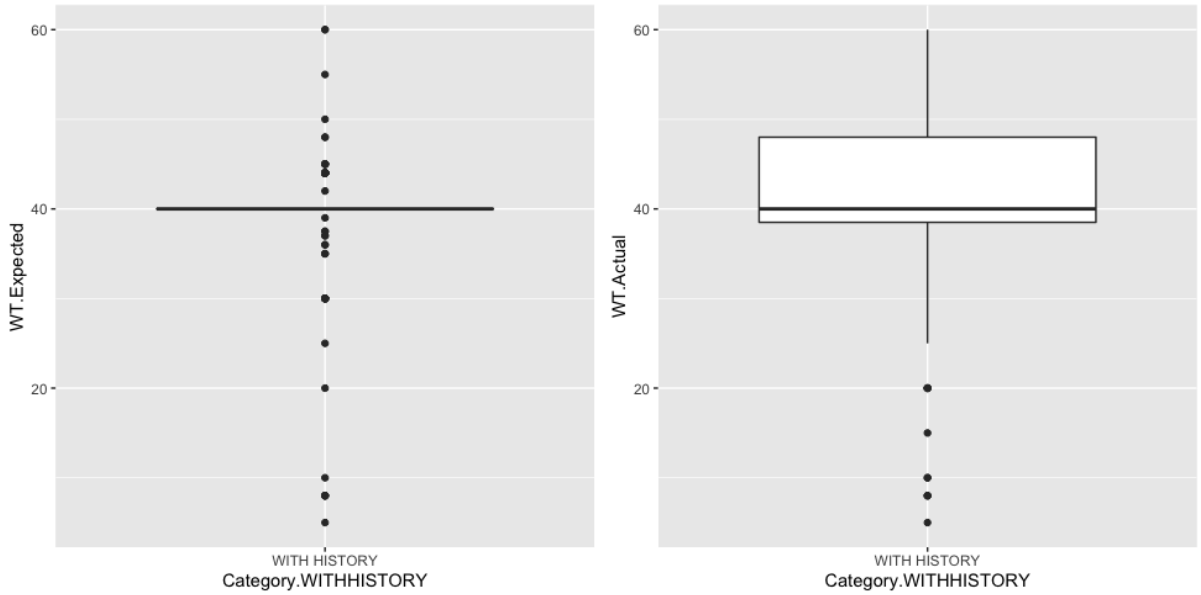
Cohen's d

d estimate: -0.274226 (small)
95 percent confidence interval:
     lower   upper
-0.3989175 -0.1495345

[1] "============================="

[1] "VARIABLE => Hours Expected x Hours Actual (WITH HISTORY)"

[1] "============================="



	Shapiro-Wilk normality test

data: v1
W = 0.65789, p-value < 2.2e-16

	Shapiro-Wilk normality test

data: v2
W = 0.91897, p-value = 1.686e-07

[1] "NOT NORMAL Distribution -> Mann-Withney"

	Wilcoxon rank sum test with continuity correction

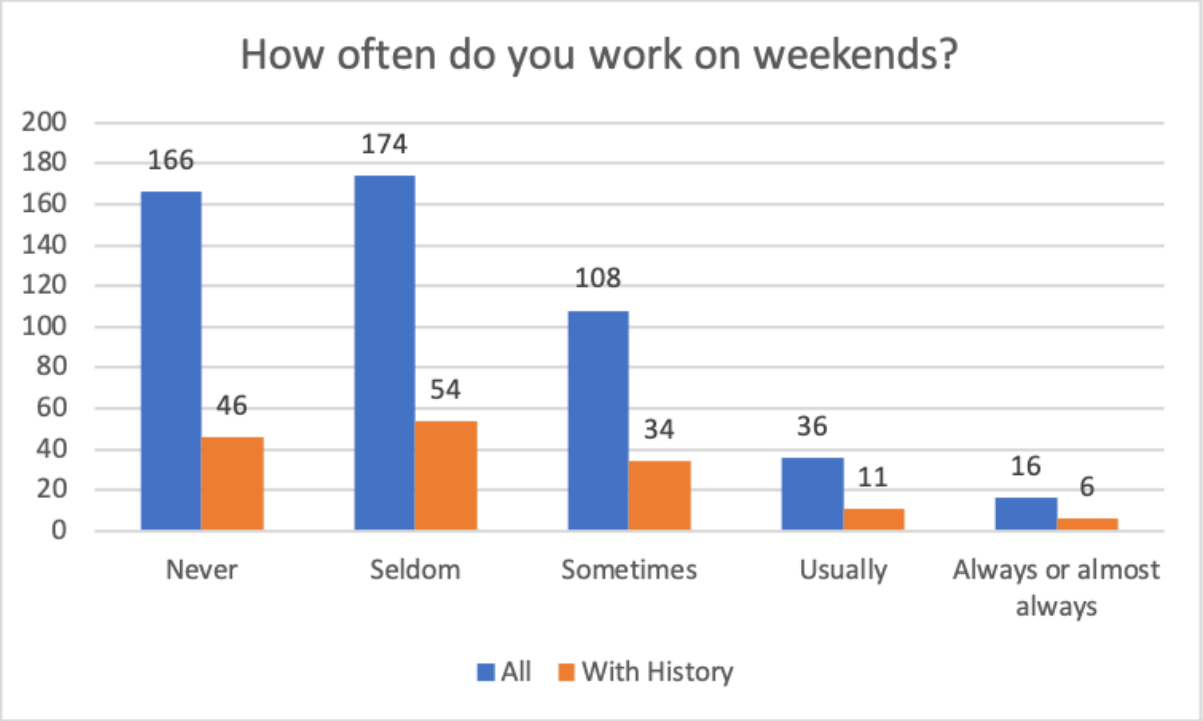
data: v1 and v2
W = 9520.5, p-value = 0.00929
alternative hypothesis: true location shift is not equal to 0

[1] "Null Hypothesis IS Rejected"
[1] "Mean Expected = 38.6622516556291"
[1] "Mean Actual = 40.8344370860927"
[1] "Median Expected = 40"
[1] "Median Actual = 40"
[1] "Expected < Actual"

Cohen's d

d estimate: -0.2159335 (small)
95 percent confidence interval:
     lower   upper
-0.44307271 0.01120576

2. How Often do you work on weekends



Check Correlation

[1] "=================="

[1] "Never and With History"

[1] "=================="

Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

Shapiro-Wilk normality test

data: c2
W = 0.59412, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 21629517, p-value = 0.3938
alternative hypothesis: true rho is not equal to 0

sample estimates:
       rho
-0.03822098

Cohen's d

d estimate: -0.06444249 (negligible)
95 percent confidence interval:
     lower   upper
-0.18858422 0.05969924

[1] "=================="

[1] "Seldom and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.60203, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20556614, p-value = 0.7671
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.01327859

Cohen's d

d estimate: -0.09823218 (negligible)
95 percent confidence interval:
     lower   upper
-0.22241653 0.02595217

[1] "=================="

[1] "Sometimes and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.50672, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 20528034, p-value = 0.7438
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.01465042


Cohen's d

d estimate: 0.1970638 (negligible)
95 percent confidence interval:
    lower      upper
0.07265345 0.32147422


[1] "=================="
```

[1] "Usually and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
```

W = 0.57682, p-value < 2.2e-16

	Shapiro-Wilk normality test

data: c2
W = 0.2816, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

	Spearman's rank correlation rho

data: c1 and c2
S = 20788311, p-value = 0.9616
alternative hypothesis: true rho is not equal to 0
sample estimates:
	rho
0.002157091

Cohen's d

d estimate: 0.6167214 (medium)
95 percent confidence interval:
   lower   upper
0.4896958 0.7437469

[1] "=================="

[1] "Always and With History"

[1] "=================="

	Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

	Shapiro-Wilk normality test

data: c2
W = 0.16633, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

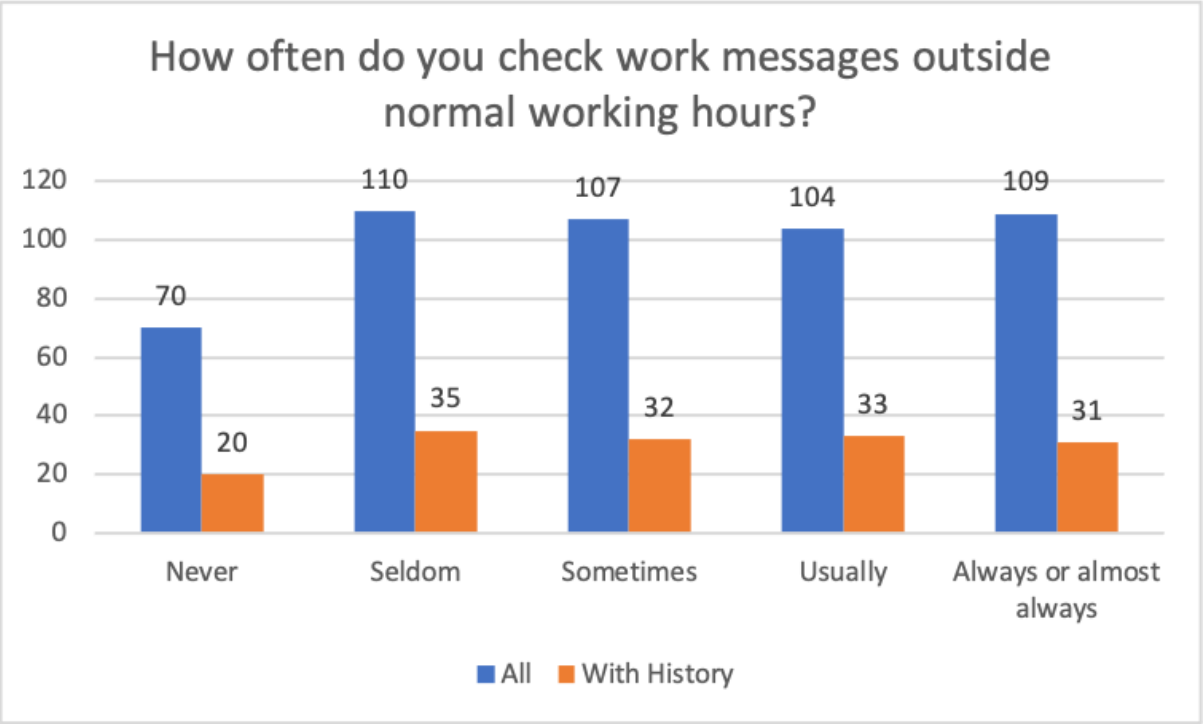
	Spearman's rank correlation rho

data: c1 and c2
S = 20230987, p-value = 0.519
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.02890873

Cohen's d

d estimate: 0.7757844 (medium)
95 percent confidence interval:
    lower   upper
0.6470911 0.9044776

3. How Often do you check messages outside normal working hours



Check Correlation

[1] "=================="

[1] "Never and With History"

[1] "=================="

Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

Shapiro-Wilk normality test

data: c2
W = 0.41129, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2

S = 21131409, p-value = 0.7495
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.01431167

Cohen's d

d estimate: 0.3976974 (small)
95 percent confidence interval:
   lower   upper
0.2723670 0.5230278

[1] "=================="

[1] "Seldom and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.51076, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20443293, p-value = 0.6763
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.01871803

Cohen's d

d estimate: 0.187343 (negligible)
95 percent confidence interval:

```
     lower      upper
0.06296152 0.31172446


[1] "================="
```

[1] "Sometimes and With History"

```
[1] "================="

        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.50467, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 20902731, p-value = 0.9407
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
-0.003335111


Cohen's d

d estimate: 0.2019498 (small)
95 percent confidence interval:
     lower      upper
0.07752428 0.32637523


[1] "================="
```

[1] "Usually and With History"

```
[1] "================="

        Shapiro-Wilk normality test
```

```
data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.49839, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 20477287, p-value = 0.7031
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.01708628


Cohen's d

d estimate: 0.2167128 (small)
95 percent confidence interval:
    lower      upper
0.09223956 0.34118613


[1] "=================="
```

[1] "Always and With History"

```
[1] "=================="

        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.50875, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"
```

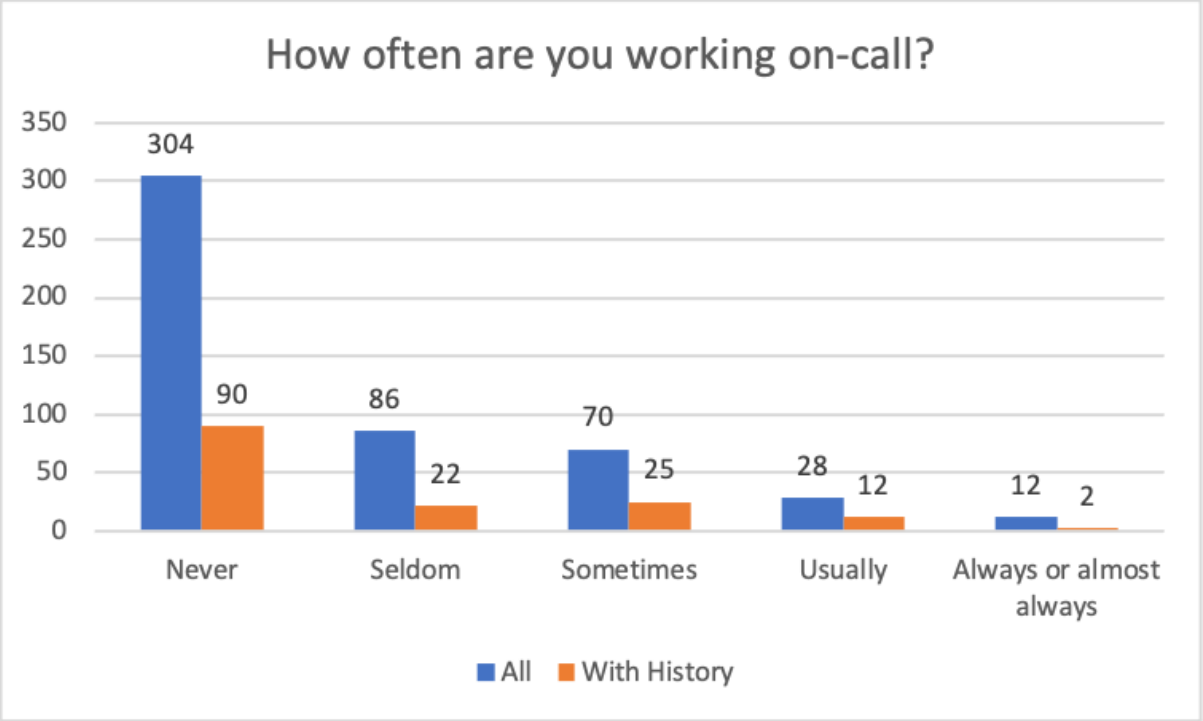
Spearman's rank correlation rho

data: c1 and c2
S = 21254823, p-value = 0.6517
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.02023559

Cohen's d

d estimate: 0.192195 (negligible)
95 percent confidence interval:
    lower   upper
0.06779928 0.31659073

4. How Often are you working on call



Check Correlation

[1] "=================="

[1] "Never and With History"

[1] "=================="

	Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

	Shapiro-Wilk normality test

data: c2
W = 0.61935, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

	Spearman's rank correlation rho

data: c1 and c2
S = 21169343, p-value = 0.719
alternative hypothesis: true rho is not equal to 0

sample estimates:
       rho
-0.01613253

Cohen's d

d estimate: -0.6450817 (medium)
95 percent confidence interval:
    lower   upper
-0.7723781 -0.5177852

[1] "=================="

[1] "Seldom and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.45625, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 21788431, p-value = 0.3062
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.04584887

Cohen's d

d estimate: 0.3090337 (small)
95 percent confidence interval:
    lower   upper
0.1841856 0.4338819

[1] "=================="

[1] "Sometimes and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.41129, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 19823695, p-value = 0.2795
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.04845882


Cohen's d

d estimate: 0.3976974 (small)
95 percent confidence interval:
   lower     upper
0.2723670 0.5230278


[1] "=================="
```

[1] "Usually and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
```

W = 0.57682, p-value < 2.2e-16

	Shapiro-Wilk normality test

data: c2
W = 0.24073, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

	Spearman's rank correlation rho

data: c1 and c2
S = 19434405, p-value = 0.1338
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.06714482

Cohen's d

d estimate: 0.6768513 (medium)
95 percent confidence interval:
   lower   upper
0.5492376 0.8044650

[1] "=================="

[1] "Always and With History"

[1] "=================="

	Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

	Shapiro-Wilk normality test

data: c2
W = 0.13628, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

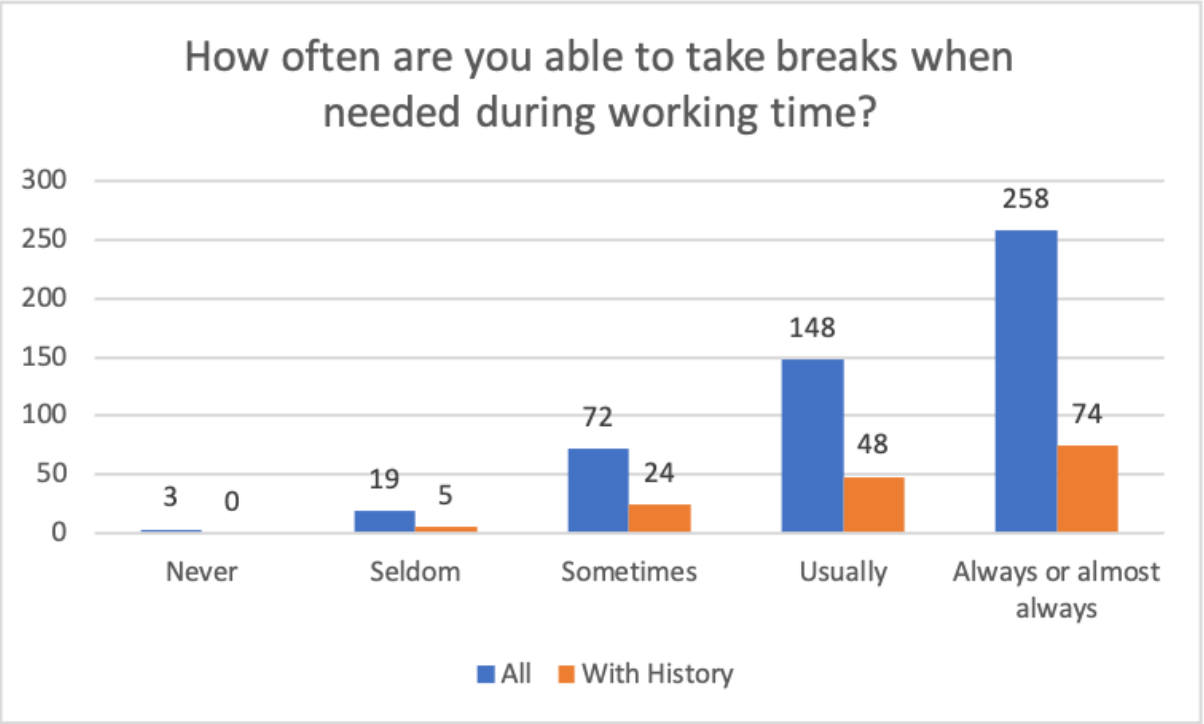
	Spearman's rank correlation rho

data: c1 and c2
S = 21796217, p-value = 0.3023
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.04622259

Cohen's d

d estimate: 0.8115459 (large)
95 percent confidence interval:
    lower   upper
0.6824287 0.9406631

5. How Often are you able to take breaks when needed during working time



Check Correlation

[1] "=================="

[1] "Never and With History"

[1] "=================="

Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

Shapiro-Wilk normality test

data: c2
W = 0.049215, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 21897920, p-value = 0.254
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.05110439

Cohen's d

d estimate: 0.8982194 (large)
95 percent confidence interval:
   lower   upper
0.7680019 1.0284368

[1] "=================="

[1] "Seldom and With History"

[1] "=================="

	Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

	Shapiro-Wilk normality test

data: c2
W = 0.18683, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

	Spearman's rank correlation rho

data: c1 and c2
S = 21183544, p-value = 0.7076
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.01681419

Cohen's d

d estimate: 0.7499399 (medium)
95 percent confidence interval:
    lower   upper
0.6215420 0.8783379

[1] "=================="

[1] "Sometimes and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.41735, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20250105, p-value = 0.5323
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.02799109

Cohen's d

d estimate: 0.3862114 (small)
95 percent confidence interval:
    lower   upper
0.2609502 0.5114726

[1] "=================="

[1] "Usually and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.57296, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 20176404, p-value = 0.4818
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.03152874


Cohen's d

d estimate: 0.01309276 (negligible)
95 percent confidence interval:
    lower      upper
-0.1110181  0.1372036


[1] "=================="
```

[1] "Always and With History"

```
[1] "=================="

        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.63617, p-value < 2.2e-16
```

[1] "NOT NORMAL Distribution -> Spearman"

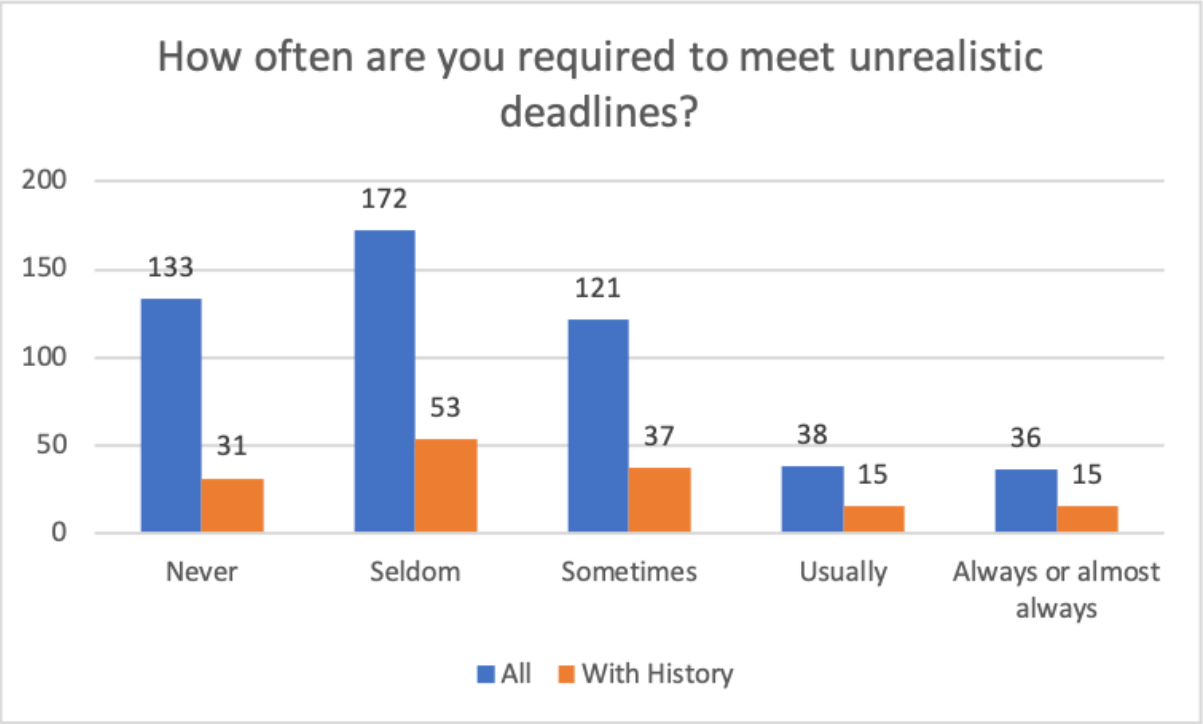
Spearman's rank correlation rho

data: c1 and c2
S = 21544383, p-value = 0.4463
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.03413453

Cohen's d

d estimate: -0.445513 (small)
95 percent confidence interval:
    lower   upper
-0.5711527 -0.3198733

6. How Often are you required to meet unrealistic deadlines



Check Correlation

[1] "=================="

[1] "Never and With History"

[1] "=================="

Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

Shapiro-Wilk normality test

data: c2
W = 0.55146, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 22715801, p-value = 0.04342
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.09036283

Cohen's d

d estimate: 0.07981754 (negligible)
95 percent confidence interval:
     lower   upper
-0.04434139 0.20397647

[1] "=================="

[1] "Seldom and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.60014, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20631512, p-value = 0.829
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.009683483

Cohen's d

d estimate: -0.08981675 (negligible)
95 percent confidence interval:
      lower   upper
-0.21398883 0.03435533

[1] "=================="

[1] "Sometimes and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.53148, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20736204, p-value = 0.9172
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
0.004658242

Cohen's d

d estimate: 0.1350068 (negligible)
95 percent confidence interval:
    lower   upper
0.01075596 0.25925761

[1] "=================="

[1] "Usually and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.29101, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 19626412, p-value = 0.196
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.05792845


Cohen's d

d estimate: 0.60231 (medium)
95 percent confidence interval:
   lower     upper
0.4754177 0.7292024


[1] "=================="
```

[1] "Always and With History"

```
[1] "=================="

        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.2816, p-value < 2.2e-16
```

[1] "NOT NORMAL Distribution -> Spearman"

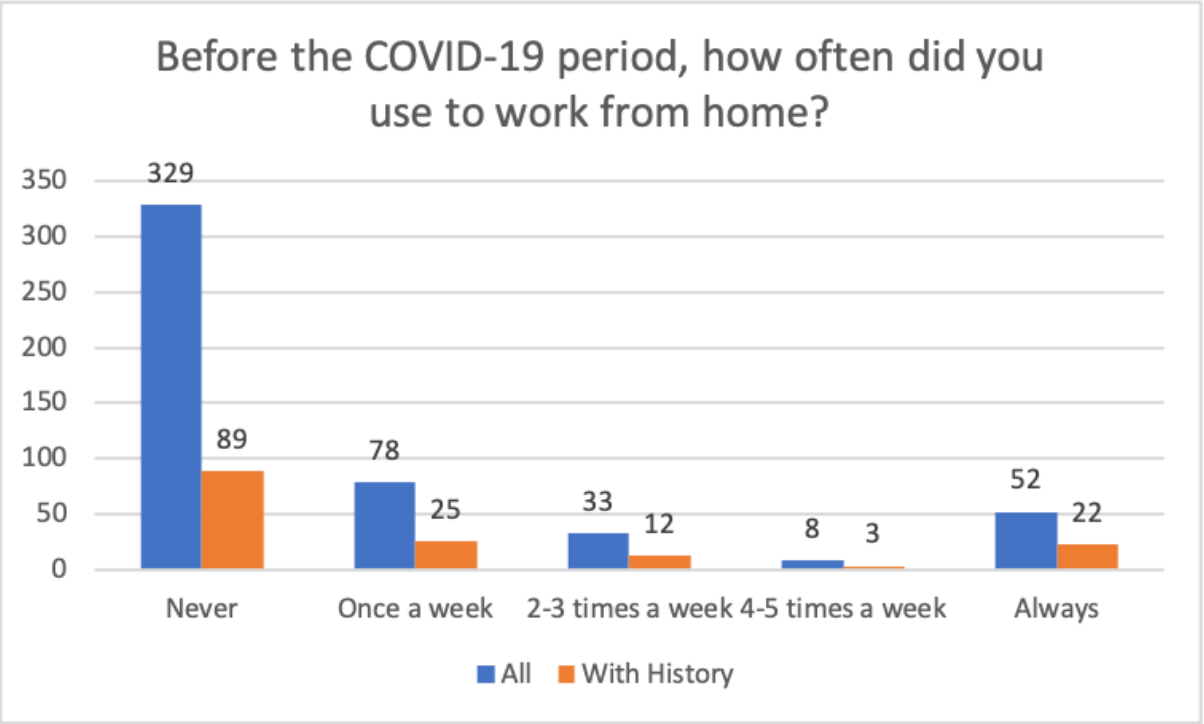
	Spearman's rank correlation rho

data: c1 and c2
S = 19383960, p-value = 0.1203
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.0695662

Cohen's d

d estimate: 0.6167214 (medium)
95 percent confidence interval:
   lower   upper
0.4896958 0.7437469

7. Before the Covid-19 period, how often did you use to work from home



Check Correlation

[1] "=================="

[1] "Never and With History"

[1] "=================="

Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

Shapiro-Wilk normality test

data: c2
W = 0.59917, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 22814803, p-value = 0.03348
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.09511494

Cohen's d

d estimate: -0.7618522 (medium)
95 percent confidence interval:
    lower   upper
-0.8903851 -0.6333193

[1] "=================="

[1] "Once a week and With History"

[1] "=================="

	Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

	Shapiro-Wilk normality test

data: c2
W = 0.43476, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

	Spearman's rank correlation rho

data: c1 and c2
S = 20472098, p-value = 0.699
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.01733534

Cohen's d

d estimate: 0.3524749 (small)
95 percent confidence interval:
    lower   upper
0.2274054 0.4775444

[1] "=================="

[1] "2-3 times a week and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.26691, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20089784, p-value = 0.4259
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.03568653

Cohen's d

d estimate: 0.6387881 (medium)
95 percent confidence interval:
    lower   upper
0.5115528 0.7660235

[1] "=================="

[1] "4-5 times a week and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.10203, p-value < 2.2e-16
```

[1] "NOT NORMAL Distribution -> Spearman"

```
        Spearman's rank correlation rho

data:  c1 and c2
S = 20410862, p-value = 0.6511
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.02027469


Cohen's d

d estimate: 0.8489339 (large)
95 percent confidence interval:
    lower     upper
0.7193546 0.9785131
```

[1] "=================="

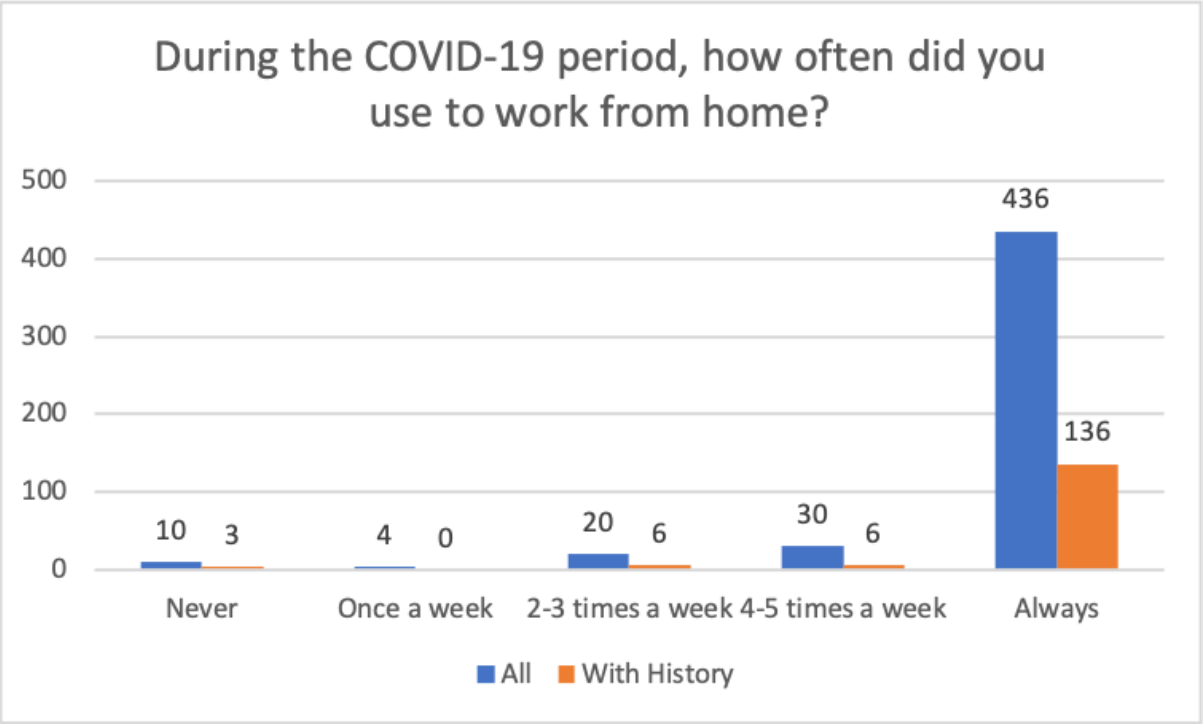
[1] "Always and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test
```

```
data:  c2
W = 0.34976, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 18961491, p-value = 0.04464
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.08984478


Cohen's d

d estimate: 0.5073679 (medium)
95 percent confidence interval:
    lower     upper
0.3812774 0.6334584
```

8. During the Covid-19 period, how often did you use to work from home



Check Correlation

[1] "=================="

[1] "Never and With History"

[1] "=================="

Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

Shapiro-Wilk normality test

data: c2
W = 0.11979, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 20846215, p-value = 0.9889
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
-0.0006223014

Cohen's d

d estimate: 0.8300264 (large)
95 percent confidence interval:
   lower   upper
0.7006832 0.9593696

[1] "=================="

[1] "Once a week and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.06113, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 22063864, p-value = 0.1873
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.05906972

Cohen's d

d estimate: 0.8881196 (large)
95 percent confidence interval:
    lower   upper
0.7580356 1.0182035

[1] "=================="

[1] "2-3 times a week and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.19334, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20851775, p-value = 0.9842
alternative hypothesis: true rho is not equal to 0
sample estimates:
         rho
-0.0008891872

Cohen's d

d estimate: 0.7414998 (medium)
95 percent confidence interval:
    lower   upper
0.6131962 0.8698033

[1] "=================="

[1] "4-5 times a week and With History"
[1] "=================="

	Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

	Shapiro-Wilk normality test

data: c2
W = 0.25148, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

	Spearman's rank correlation rho

data: c1 and c2
S = 22002582, p-value = 0.2102
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.05612814

Cohen's d

d estimate: 0.6614251 (medium)
95 percent confidence interval:
    lower   upper
0.5339672 0.7888829

[1] "=================="
[1] "Always and With History"
[1] "=================="

	Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

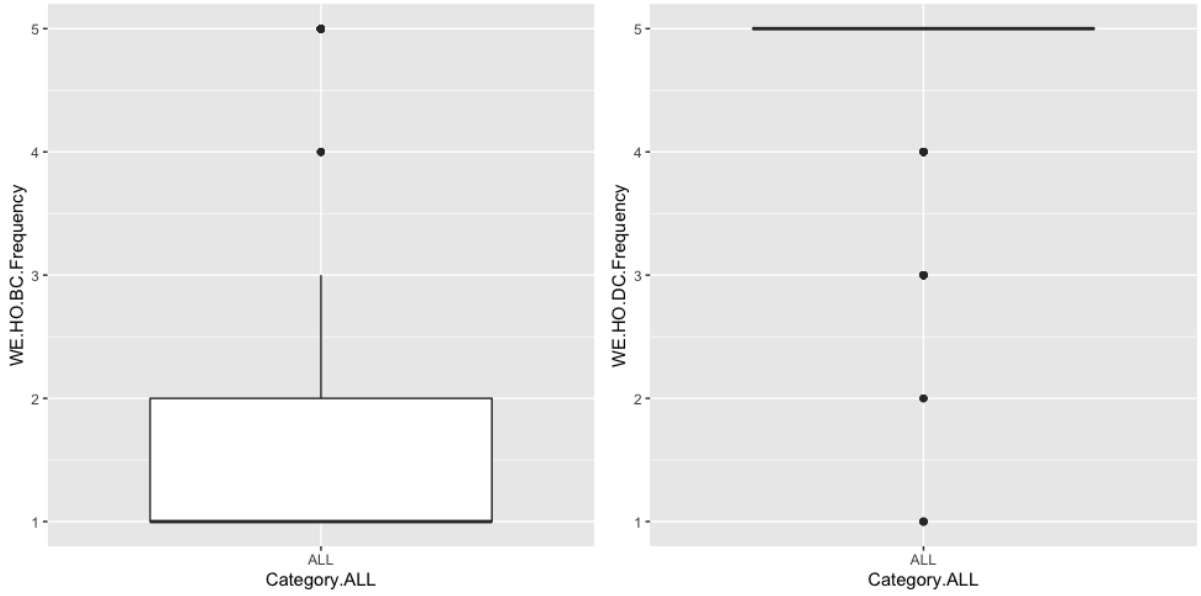
```
        Shapiro-Wilk normality test

data:  c2
W = 0.39223, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 19657595, p-value = 0.2078
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.05643166


Cohen's d

d estimate: -1.418239 (large)
95 percent confidence interval:
    lower     upper
-1.557077 -1.279402
```

9. Before work from home X During work from home

[1] "============================="

[1] "VARIABLE => BC Work from Home x DC Work from Home (ALL)"

[1] "============================="



Shapiro-Wilk normality test

data: v1
W = 0.6203, p-value < 2.2e-16

Shapiro-Wilk normality test

data: v2
W = 0.3718, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Mann-Withney"

Wilcoxon rank sum test with continuity correction

data: v1 and v2
W = 18429, p-value < 2.2e-16
alternative hypothesis: true location shift is not equal to 0

[1] "Null Hypothesis IS Rejected"
[1] "Mean Before = 1.752"
[1] "Mean During = 4.756"
[1] "Median Before = 1"
[1] "Median During = 5"
[1] "Before < During"

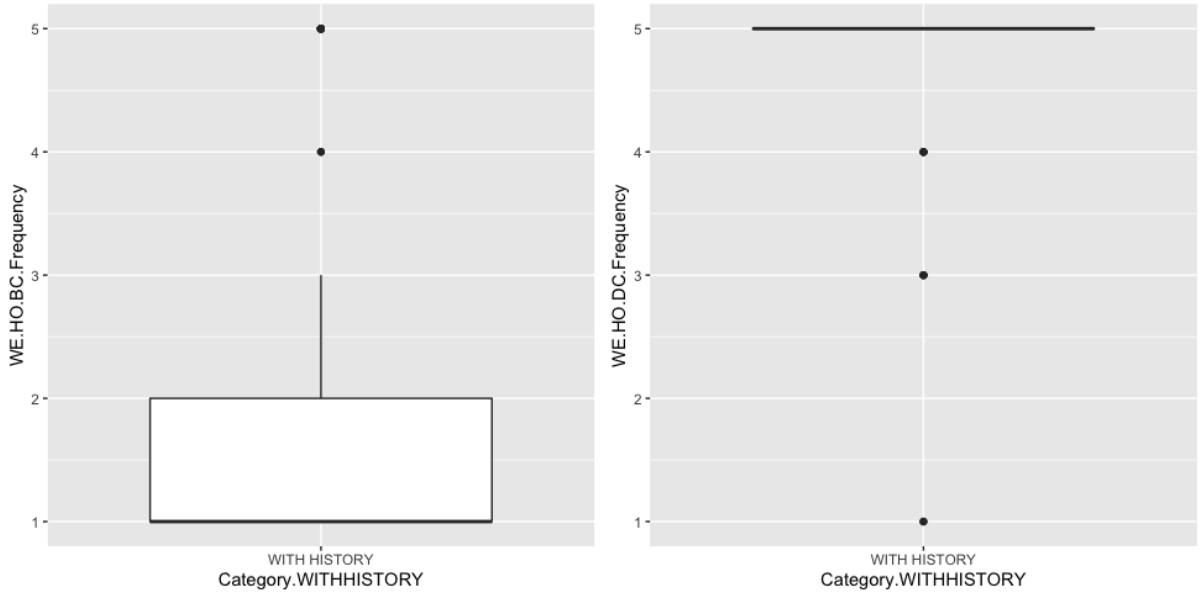
Cohen's d

d estimate: -2.851657 (large)
95 percent confidence interval:
    lower   upper
-3.027896 -2.675417

[1] "============================="

[1] "VARIABLE => BC Work from Home x DC Work from Home (WITH HISTORY)"

[1] "============================="



Shapiro-Wilk normality test

data: v1
W = 0.6769, p-value < 2.2e-16

Shapiro-Wilk normality test

data: v2
W = 0.31905, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Mann-Withney"

Wilcoxon rank sum test with continuity correction

data: v1 and v2
W = 2142.5, p-value < 2.2e-16
alternative hypothesis: true location shift is not equal to 0

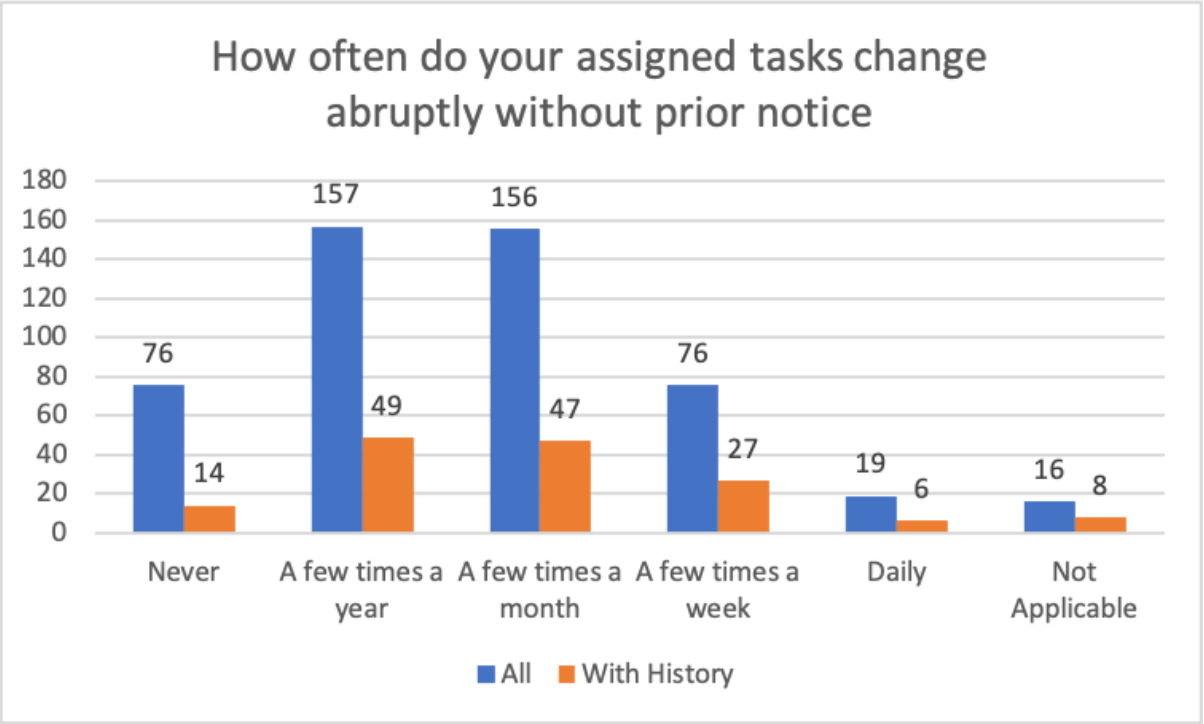
[1] "Null Hypothesis IS Rejected"
[1] "Mean Before = 1.96688741721854"
[1] "Mean During = 4.80132450331126"
[1] "Median Before = 1"

[1] "Median During = 5"
[1] "Before < During"

Cohen's d

d estimate: -2.508993 (large)
95 percent confidence interval:
    lower   upper
-2.811738 -2.206247

How often do your assigned tasks change abruptly without prior notice



Check Correlation

[1] "=================="

[1] "Never and With History"

[1] "=================="

Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

Shapiro-Wilk normality test

data: c2
W = 0.55555, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2

S = 23484091, p-value = 0.004377
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.1272409

Cohen's d

d estimate: 0.4169017 (small)
95 percent confidence interval:
   lower   upper
0.2914512 0.5423522

[1] "=================="

[1] "A few times a year and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.68262, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20954042, p-value = 0.8971
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
-0.005798047

Cohen's d

d estimate: 0.04090037 (negligible)
95 percent confidence interval:

```
      lower       upper
-0.08322212  0.16502287


[1] "================="
```

[1] "A few times a month and With History"

```
[1] "================="

        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.68174, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 21267061, p-value = 0.6423
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.02082302


Cohen's d

d estimate: 0.04503176 (negligible)
95 percent confidence interval:
      lower       upper
-0.07909349  0.16915701


[1] "================="
```

[1] "A few times a week and With History"

```
[1] "================="

        Shapiro-Wilk normality test
```

```
data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.55555, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 20545562, p-value = 0.7581
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.01380909


Cohen's d

d estimate: 0.4169017 (small)
95 percent confidence interval:
   lower     upper
0.2914512 0.5423522


[1] "=================="
```

[1] "Daily and With History"

```
[1] "=================="

        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.34084, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"
```

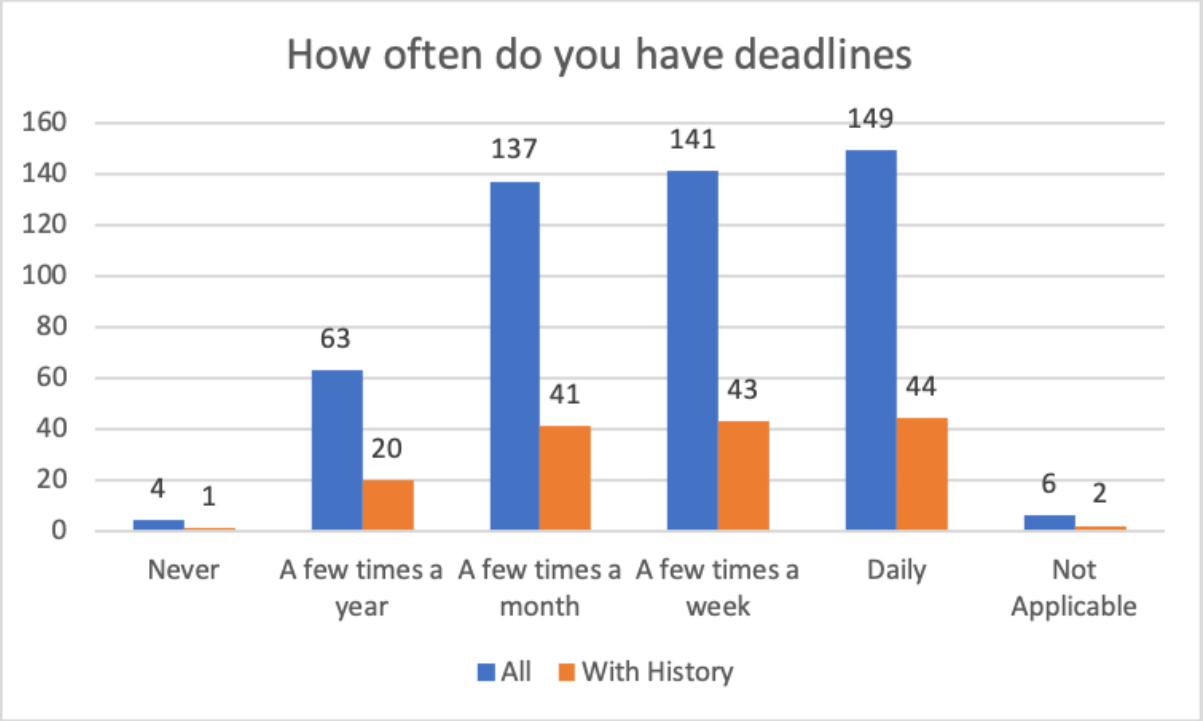
Spearman's rank correlation rho

data: c1 and c2
S = 21826384, p-value = 0.2874
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.04767064

Cohen's d

d estimate: 0.7892314 (medium)
95 percent confidence interval:
    lower   upper
0.6603808 0.9180820

How often do you have deadlines?



Check Correlation

[1] "=================="

[1] "Never and With History"

[1] "=================="

	Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

	Shapiro-Wilk normality test

data: c2
W = 0.14234, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

	Spearman's rank correlation rho

data: c1 and c2
S = 21087343, p-value = 0.7856
alternative hypothesis: true rho is not equal to 0

sample estimates:
       rho
-0.01219651

Cohen's d

d estimate: 0.8999173 (large)
95 percent confidence interval:
   lower   upper
0.7696773 1.0301573

[1] "=================="

[1] "A few times a year and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.45413, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20623460, p-value = 0.8223
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.01006997

Cohen's d

d estimate: 0.4583506 (small)
95 percent confidence interval:
   lower   upper
0.3326220 0.5840791

[1] "=================="

[1] "A few times a month and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.61073, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 20934636, p-value = 0.9136
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
-0.004866531


Cohen's d

d estimate: 0.08636569 (negligible)
95 percent confidence interval:
     lower       upper
-0.03780167  0.21053306


[1] "=================="
```

[1] "A few times a week and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
```

W = 0.57682, p-value < 2.2e-16

	Shapiro-Wilk normality test

data: c2
W = 0.61601, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

	Spearman's rank correlation rho

data: c1 and c2
S = 20778006, p-value = 0.9528
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.00265173

Cohen's d

d estimate: 0.06879243 (negligible)
95 percent confidence interval:
     lower   upper
-0.05535379 0.19293866

[1] "=================="

[1] "Daily and With History"

[1] "=================="

	Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

	Shapiro-Wilk normality test

data: c2
W = 0.62583, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

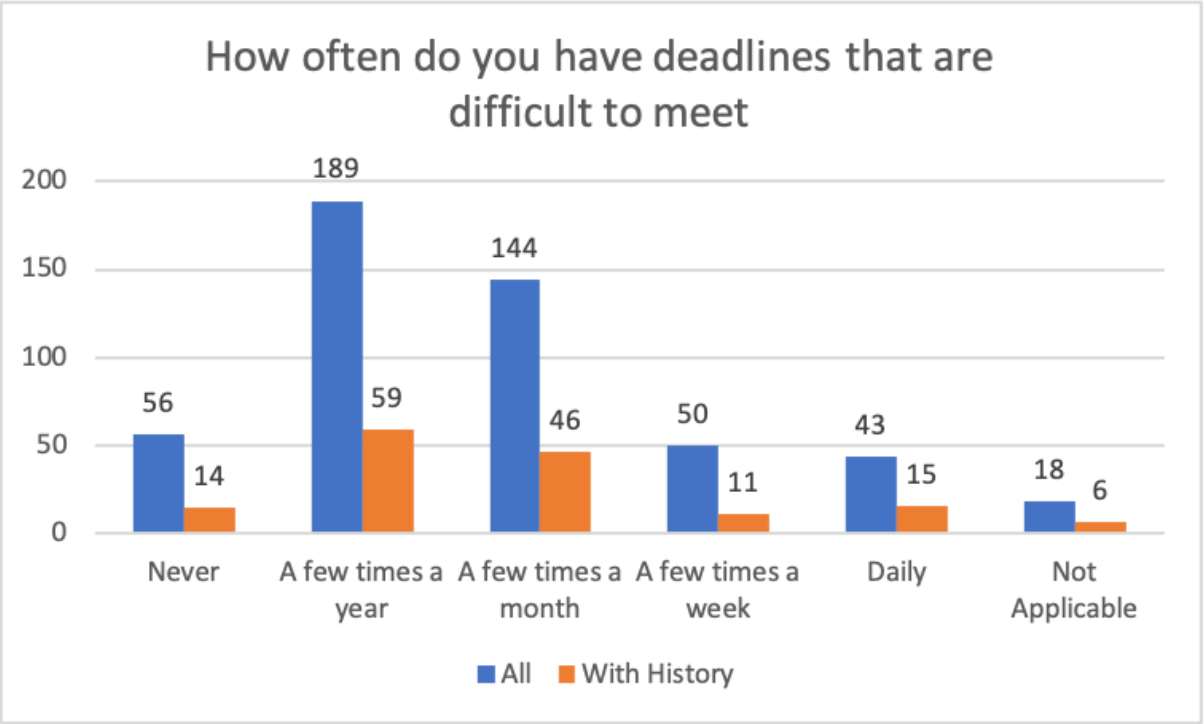
	Spearman's rank correlation rho

data: c1 and c2
S = 21052061, p-value = 0.8148
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.01050298

Cohen's d

d estimate: 0.03411678 (negligible)
95 percent confidence interval:
     lower   upper
-0.09000177 0.15823533

How often do you have deadlines that are difficult to meet?



Check Correlation

[1] "=================="

[1] "Never and With History"

[1] "=================="

Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

Shapiro-Wilk normality test

data: c2
W = 0.51069, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2

S = 21676673, p-value = 0.3663
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.04048447

Cohen's d

d estimate: 0.5373893 (medium)
95 percent confidence interval:
   lower   upper
0.4110596 0.6637191

[1] "=================="

[1] "A few times a year and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.70943, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20506576, p-value = 0.7265
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.01568041

Cohen's d

d estimate: -0.07538344 (negligible)
95 percent confidence interval:

```
      lower       upper
-0.19953703  0.04877015


[1] "================="
```

[1] "A few times a month and With History"

```
[1] "================="

        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.67791, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 20444513, p-value = 0.6772
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.01865946


Cohen's d

d estimate: 0.1028976 (negligible)
95 percent confidence interval:
      lower       upper
-0.02129403  0.22708922


[1] "================="
```

[1] "A few times a week and With History"

```
[1] "================="

        Shapiro-Wilk normality test
```

```
data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.49452, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 22080442, p-value = 0.1814
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.05986544


Cohen's d

d estimate: 0.568114 (medium)
95 percent confidence interval:
    lower     upper
0.4415257 0.6947023


[1] "=================="
```

[1] "Daily and With History"

```
[1] "=================="

        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.46611, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"
```

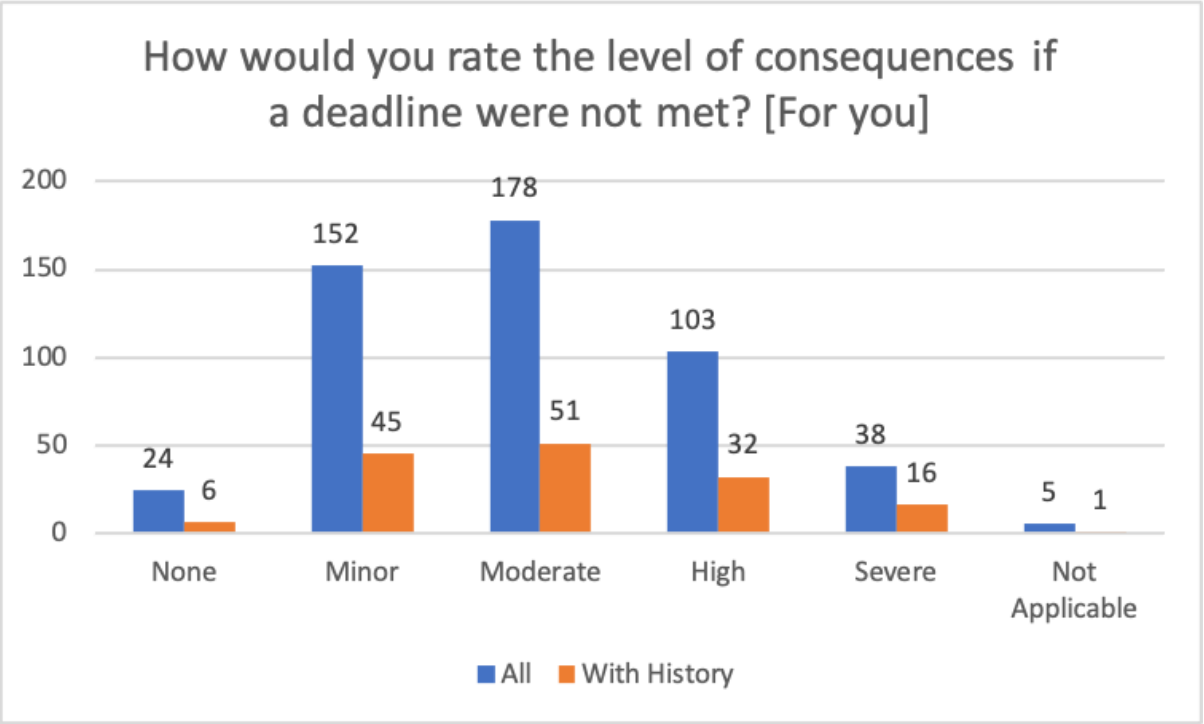
Spearman's rank correlation rho

data: c1 and c2
S = 20438535, p-value = 0.6726
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.0189464

Cohen's d

d estimate: 0.6194827 (medium)
95 percent confidence interval:
    lower   upper
0.4924312 0.7465341

How would you rate the level of consequences if a deadline were not met? [For you]



Check Correlation

[1] "=================="

[1] "None and With History"

[1] "=================="

Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

Shapiro-Wilk normality test

data: c2
W = 0.28316, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2

S = 21124367, p-value = 0.7553
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.01397365

Cohen's d

d estimate: 0.7213441 (medium)
95 percent confidence interval:
   lower   upper
0.5932620 0.8494262

[1] "=================="

[1] "Minor and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.62282, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20938607, p-value = 0.9102
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.005057146

Cohen's d

d estimate: 0.01707084 (negligible)
95 percent confidence interval:

```
     lower      upper
-0.1070409  0.1411826


[1] "================="
```

[1] "Moderate and With History"

```
[1] "================="

        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.64762, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 21284135, p-value = 0.6292
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.02164258


Cohen's d

d estimate: -0.09194685 (negligible)
95 percent confidence interval:
     lower       upper
-0.21612193  0.03222824


[1] "================="
```

[1] "High and With History"

```
[1] "================="

        Shapiro-Wilk normality test
```

```
data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.5469, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 20549137, p-value = 0.761
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.01363747


Cohen's d

d estimate: 0.2403022 (small)
95 percent confidence interval:
   lower     upper
0.1157455 0.3648588


[1] "=================="
```

[1] "Severe and With History"

```
[1] "=================="

        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.3527, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"
```

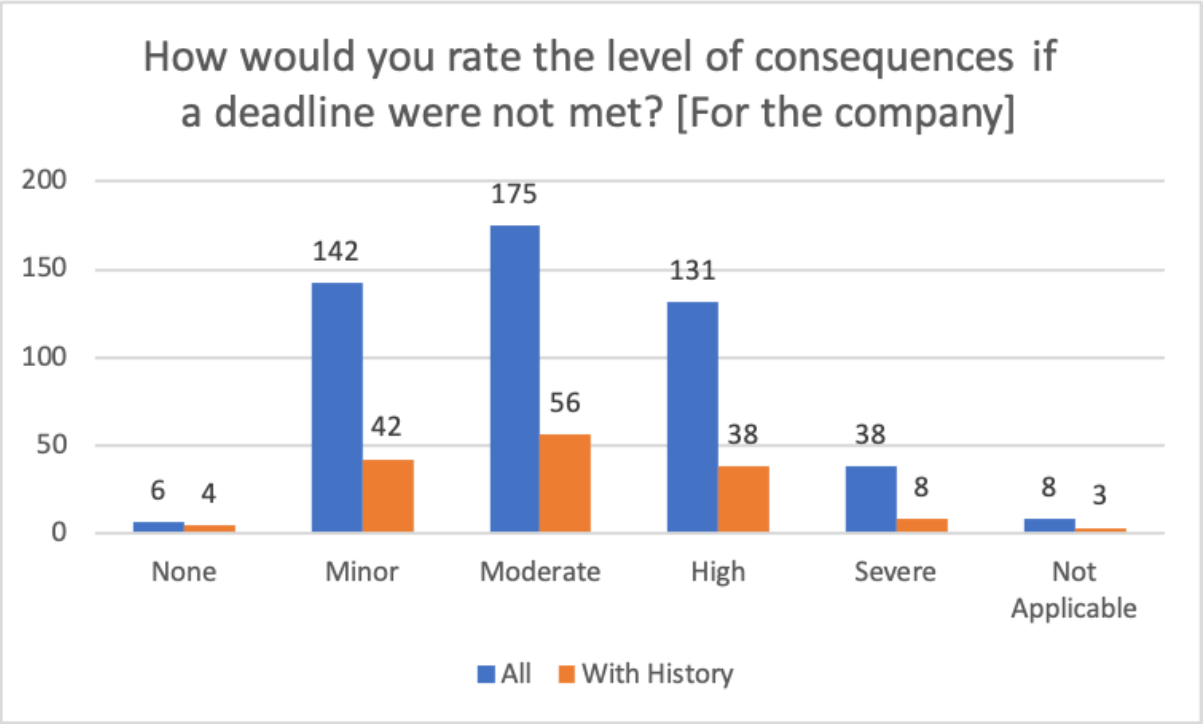
Spearman's rank correlation rho

data: c1 and c2
S = 19231635, p-value = 0.08593
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.07687785

Cohen's d

d estimate: 0.6165579 (medium)
95 percent confidence interval:
    lower   upper
0.4895339 0.7435819

How would you rate the level of consequences if a deadline were not met? [For the company]



Check Correlation

[1] "=================="

[1] "None and With History"

[1] "=================="

Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

Shapiro-Wilk normality test

data: c2
W = 0.18211, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2

S = 19966374, p-value = 0.3531
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.04161022

Cohen's d

d estimate: 0.8847136 (large)
95 percent confidence interval:
    lower   upper
0.7546743 1.0147529

[1] "=================="

[1] "Minor and With History"

[1] "=================="

	Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

	Shapiro-Wilk normality test

data: c2
W = 0.62943, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

	Spearman's rank correlation rho

data: c1 and c2
S = 21087498, p-value = 0.7855
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.01220394

Cohen's d

d estimate: 0.07250046 (negligible)

95 percent confidence interval:
      lower   upper
-0.05164983 0.19665075

[1] "=================="

[1] "Moderate and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.6621, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20323062, p-value = 0.5849
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.02448911

Cohen's d

d estimate: -0.06628141 (negligible)
95 percent confidence interval:
      lower   upper
-0.19042500 0.05786219

[1] "=================="

[1] "High and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.61488, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 21230746, p-value = 0.6704
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.01907989


Cohen's d

d estimate: 0.1208939 (negligible)
95 percent confidence interval:
      lower       upper
-0.003328936  0.245116742


[1] "=================="
```

[1] "Severe and With History"

```
[1] "=================="

        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.37897, p-value < 2.2e-16
```

[1] "NOT NORMAL Distribution -> Spearman"

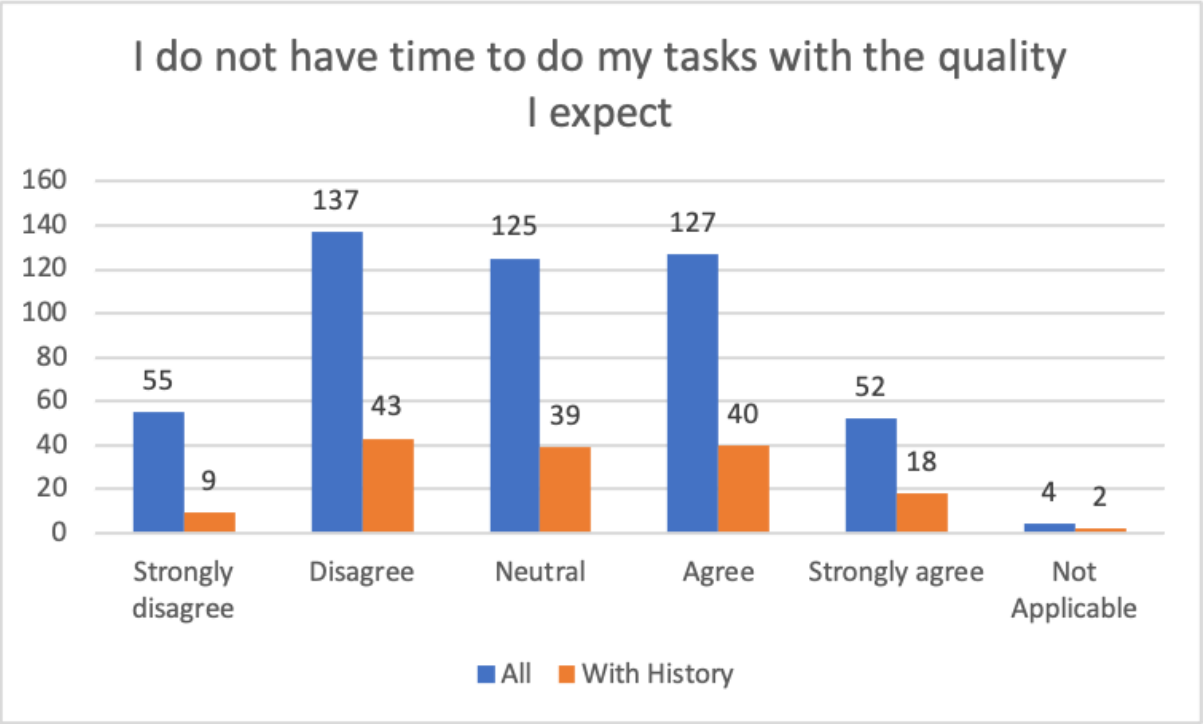
	Spearman's rank correlation rho

data: c1 and c2
S = 22075828, p-value = 0.183
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.05964397

Cohen's d

d estimate: 0.6250543 (medium)
95 percent confidence interval:
    lower   upper
0.4979504 0.7521582

I do not have time to do my tasks with the quality I expect



Check Correlation

[1] "=================="

[1] "Strongly disagree and With History"

[1] "=================="

Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

Shapiro-Wilk normality test

data: c2
W = 0.40992, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2

S = 23154001, p-value = 0.01269
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.1113965

Cohen's d

d estimate: 0.5007595 (medium)
95 percent confidence interval:
    lower   upper
0.3747199 0.6267991

[1] "=================="

[1] "Disagree and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.59679, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20624222, p-value = 0.8229
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.01003338

Cohen's d

d estimate: 0.07828994 (negligible)

95 percent confidence interval:
      lower   upper
-0.04586712 0.20244700

[1] "=================="

[1] "Neutral and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.57882, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20699439, p-value = 0.8861
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.006422957

Cohen's d

d estimate: 0.1323478 (negligible)
95 percent confidence interval:
     lower   upper
0.008102491 0.256593124

[1] "=================="

[1] "Agree and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.58199, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 20618493, p-value = 0.8181
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.01030839


Cohen's d

d estimate: 0.1232174 (negligible)
95 percent confidence interval:
    lower      upper
-0.0010098  0.2474447
```

[1] "=================="

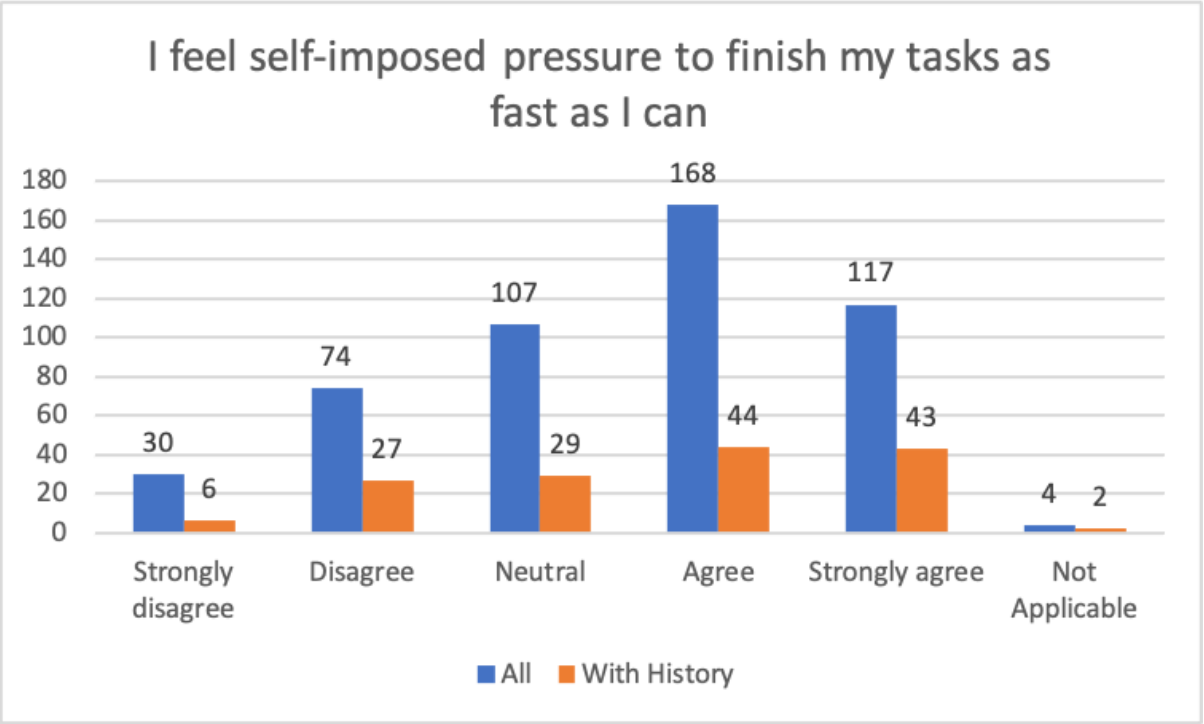
[1] "Strongly agree and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16
```

```
        Shapiro-Wilk normality test

data:  c2
W = 0.39919, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 20382243, p-value = 0.6292
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.02164841


Cohen's d

d estimate: 0.5197246 (medium)
95 percent confidence interval:
   lower     upper
0.3935373 0.6459120
```

I feel self-imposed pressure to finish my tasks as fast as I can



Check Correlation

[1] "=================="

[1] "Strongly disagree and With History"

[1] "=================="

Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

Shapiro-Wilk normality test

data: c2
W = 0.30499, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2

S = 22195552, p-value = 0.1443
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.06539076

Cohen's d

d estimate: 0.672192 (medium)
95 percent confidence interval:
    lower   upper
0.5446258 0.7997583

[1] "=================="

[1] "Disagree and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.46948, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 19848527, p-value = 0.2915
alternative hypothesis: true rho is not equal to 0
sample estimates:
     rho
0.0472669

Cohen's d

d estimate: 0.3884257 (small)

95 percent confidence interval:
    lower   upper
0.2631513 0.5137000

[1] "=================="

[1] "Neutral and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.54692, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 21686132, p-value = 0.361
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.0409385

Cohen's d

d estimate: 0.2170795 (small)
95 percent confidence interval:
   lower   upper
0.092605 0.341554

[1] "=================="

[1] "Agree and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.63262, p-value < 2.2e-16
```

[1] "NOT NORMAL Distribution -> Spearman"

```
        Spearman's rank correlation rho

data:  c1 and c2
S = 22207455, p-value = 0.1408
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.0659621


Cohen's d

d estimate: -0.05492839 (negligible)
95 percent confidence interval:
     lower       upper
-0.17906132  0.06920453
```

[1] "=================="

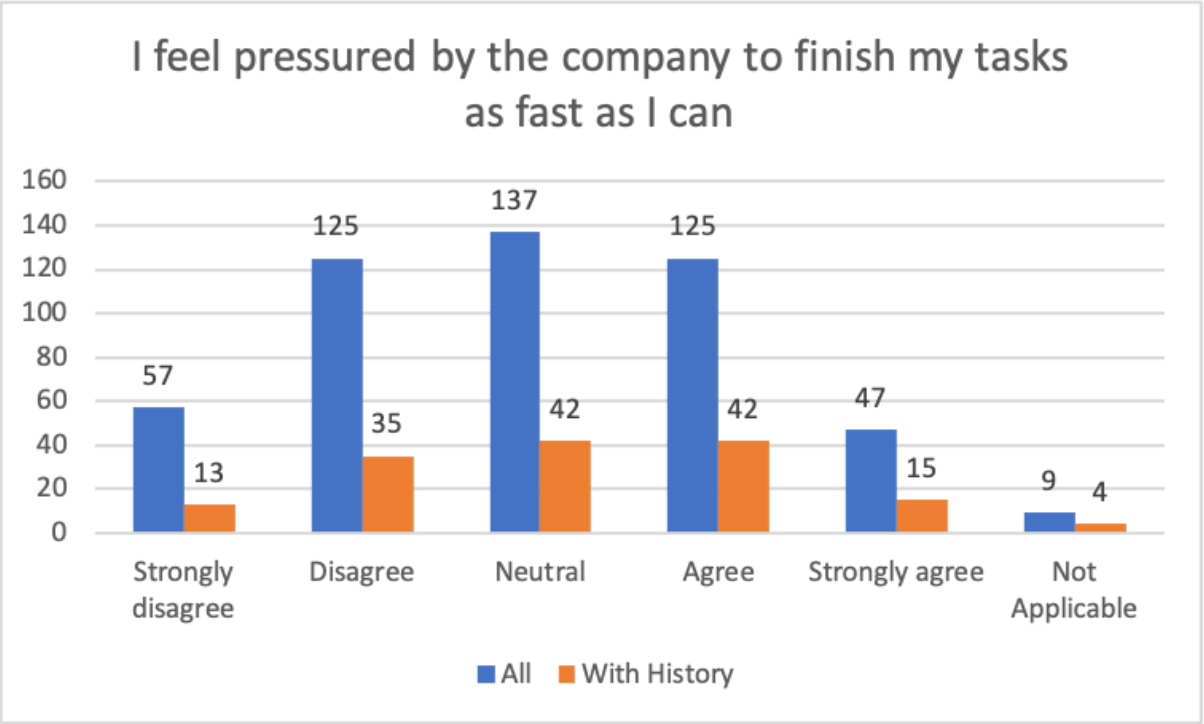
[1] "Strongly agree and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16
```

```
        Shapiro-Wilk normality test

data:  c2
W = 0.56542, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 19352261, p-value = 0.1124
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.07108776


Cohen's d

d estimate: 0.1694073 (negligible)
95 percent confidence interval:
    lower      upper
0.04507537 0.29373924
```

I feel pressured by the company to finish my tasks as fast as I can



Check Correlation

[1] "=================="

[1] "Strongly disagree and With History"

[1] "=================="

Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

Shapiro-Wilk normality test

data: c2
W = 0.4581, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2

S = 22245581, p-value = 0.1301
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.06779214

Cohen's d

d estimate: 0.5039036 (medium)
95 percent confidence interval:
    lower   upper
0.3778399 0.6299674

[1] "=================="

[1] "Disagree and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.61201, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 21581282, p-value = 0.4231
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
-0.0359057

Cohen's d

d estimate: 0.1517044 (negligible)

95 percent confidence interval:
    lower   upper
0.02741648 0.27599230

[1] "=================="

[1] "Neutral and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.62875, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20896103, p-value = 0.9463
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
-0.003016966

Cohen's d

d estimate: 0.0982807 (negligible)
95 percent confidence interval:
     lower   upper
-0.02590373 0.22246512

[1] "=================="

[1] "Agree and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.61201, p-value < 2.2e-16
```

[1] "NOT NORMAL Distribution -> Spearman"

```
        Spearman's rank correlation rho

data:  c1 and c2
S = 20177139, p-value = 0.4823
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.03149347


Cohen's d

d estimate: 0.1517044 (negligible)
95 percent confidence interval:
    lower      upper
0.02741648 0.27599230
```

[1] "=================="

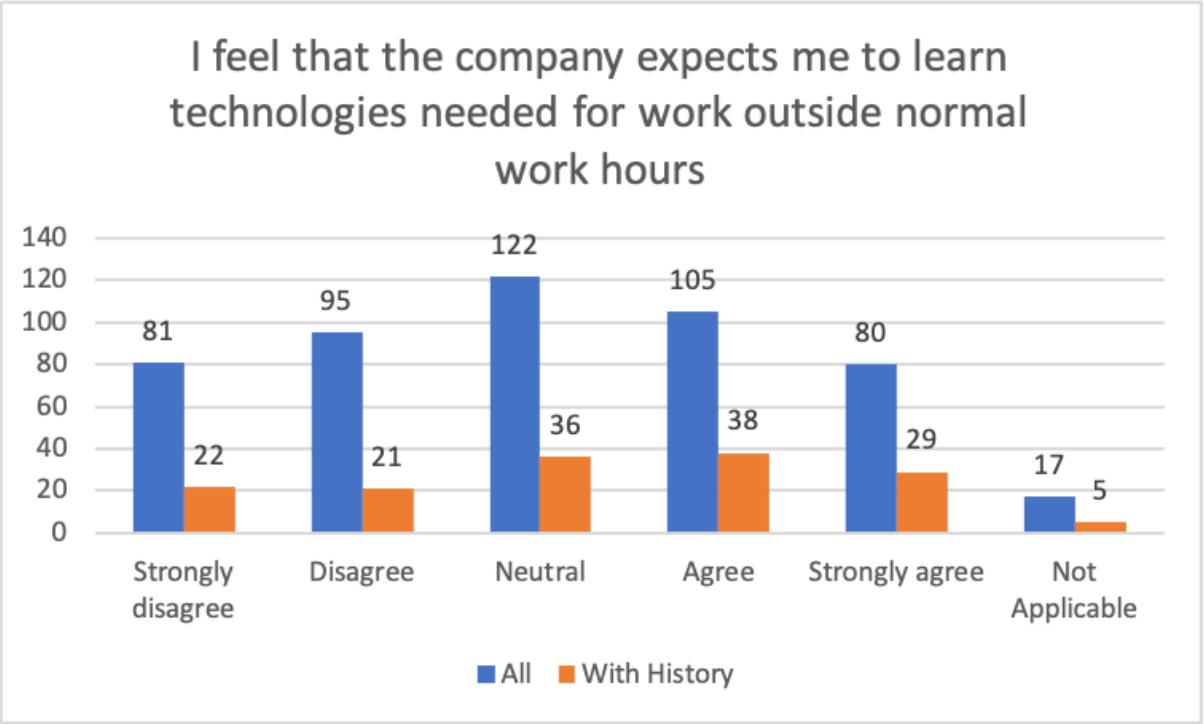
[1] "Strongly agree and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16
```

```
        Shapiro-Wilk normality test

data:  c2
W = 0.423, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 20939622, p-value = 0.9093
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.005105893


Cohen's d

d estimate: 0.5670814 (medium)
95 percent confidence interval:
    lower     upper
0.4405020 0.6936608
```

I feel that the company expects me to learn technologies needed for work outside normal work hours



Check Correlation

[1] "=================="

[1] "Strongly disagree and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.57259, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho
```

data: c1 and c2
S = 21349520, p-value = 0.5804
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.02478107

Cohen's d

d estimate: 0.3934304 (small)
95 percent confidence interval:
   lower   upper
0.2681260 0.5187349

[1] "=================="

[1] "Disagree and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.60226, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 22420012, p-value = 0.08889
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.07616489

Cohen's d

d estimate: 0.3219569 (small)
95 percent confidence interval:
    lower   upper
0.1970459 0.4468679

[1] "=================="

[1] "Neutral and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.64723, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20977058, p-value = 0.8776
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
-0.006902798

Cohen's d

d estimate: 0.1949111 (negligible)
95 percent confidence interval:
    lower   upper
0.0705072 0.3193149

[1] "=================="

[1] "Agree and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.62064, p-value < 2.2e-16
```

[1] "NOT NORMAL Distribution -> Spearman"

```
        Spearman's rank correlation rho

data:  c1 and c2
S = 19533117, p-value = 0.1635
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.06240664


Cohen's d

d estimate: 0.2734388 (small)
95 percent confidence interval:
    lower     upper
0.1487506 0.3981269
```

[1] "=================="

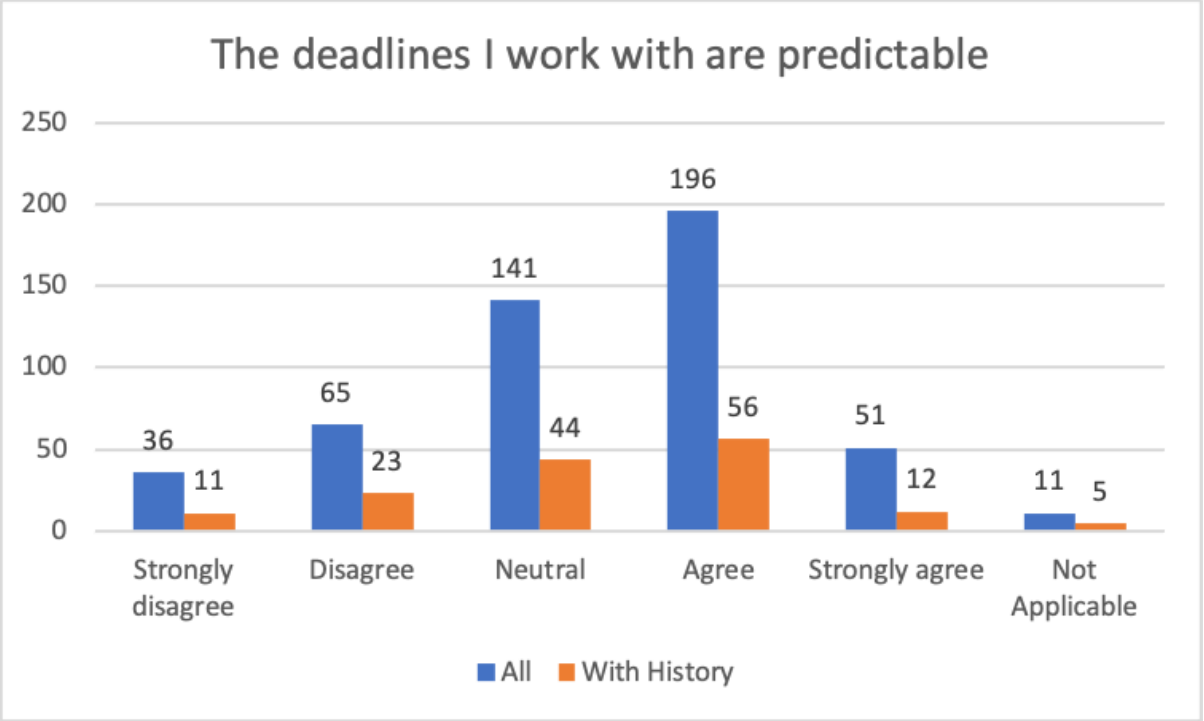
[1] "Strongly agree and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16
```

```
        Shapiro-Wilk normality test

data:  c2
W = 0.57028, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 19738082, p-value = 0.2407
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.05256829


Cohen's d

d estimate: 0.3987152 (small)
95 percent confidence interval:
   lower     upper
0.2733786 0.5240518
```

The deadlines I work with are predictable



Check Correlation

[1] "=================="

[1] "Strongly disagree and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.39322, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 21278180, p-value = 0.6338
alternative hypothesis: true rho is not equal to 0
```

sample estimates:
       rho
-0.02135672

Cohen's d

d estimate: 0.647537 (medium)
95 percent confidence interval:
   lower   upper
0.5202166 0.7748575

[1] "=================="

[1] "Disagree and With History"

[1] "=================="

        Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

        Shapiro-Wilk normality test

data: c2
W = 0.49668, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20369934, p-value = 0.6198
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.02223928

Cohen's d

d estimate: 0.4625373 (small)
95 percent confidence interval:
   lower   upper

0.3367793 0.5882954

[1] "=================="

[1] "Neutral and With History"

[1] "=================="

Shapiro-Wilk normality test

data: c1
W = 0.57682, p-value < 2.2e-16

Shapiro-Wilk normality test

data: c2
W = 0.64426, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 20797501, p-value = 0.9695
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.001715939

Cohen's d

d estimate: 0.08873207 (negligible)
95 percent confidence interval:
     lower   upper
-0.03543851 0.21290265

[1] "=================="

[1] "Agree and With History"

[1] "=================="

```
        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.68829, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 21590858, p-value = 0.4171
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.03636533


Cohen's d

d estimate: -0.1375389 (negligible)
95 percent confidence interval:
     lower       upper
-0.26179507 -0.01328273



[1] "=================="
```

[1] "Strongly agree and With History"

```
[1] "=================="

        Shapiro-Wilk normality test

data:  c1
W = 0.57682, p-value < 2.2e-16


        Shapiro-Wilk normality test

data:  c2
W = 0.45186, p-value < 2.2e-16
```

[1] "NOT NORMAL Distribution -> Spearman"

	Spearman's rank correlation rho

data: c1 and c2
S = 22162614, p-value = 0.1542
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.06380975

Cohen's d

d estimate: 0.5473112 (medium)
95 percent confidence interval:
   lower   upper
0.4208994 0.6737229