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

1.Work Environment (Before Covid)
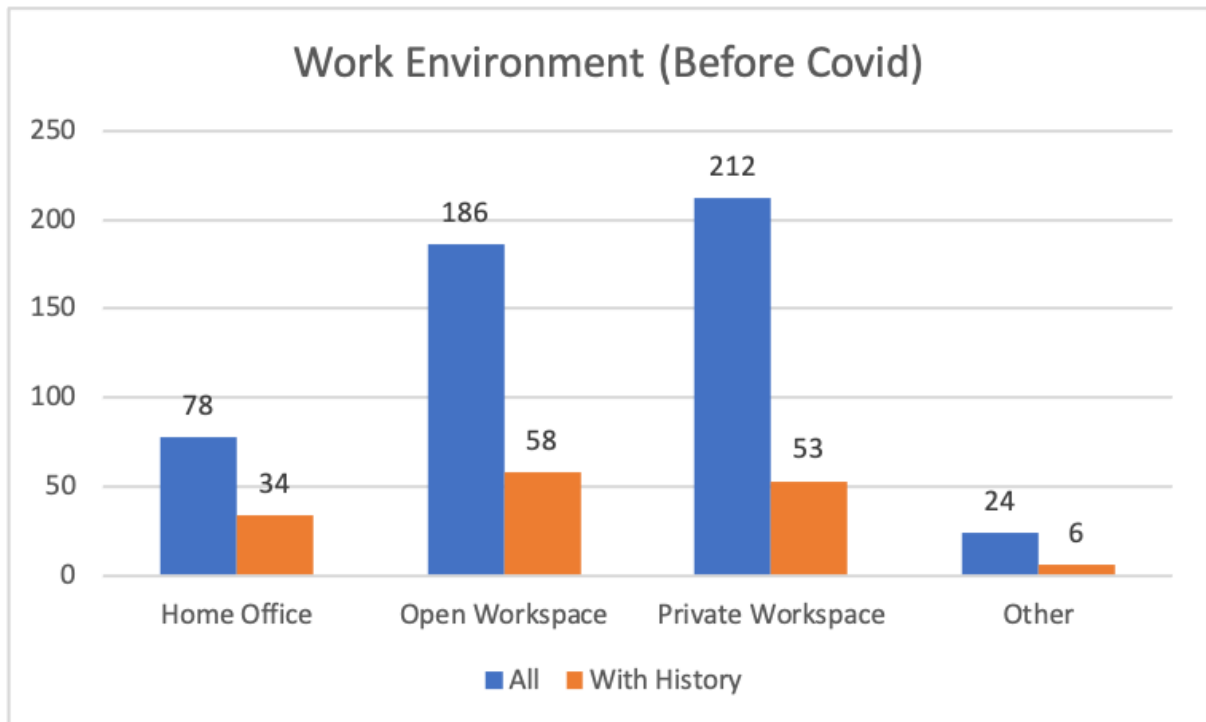
Check Correlation

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

[1] "Home Office 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 = 18221154, p-value = 0.00499

alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.1253811

Cohen's d

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

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

[1] "Open Workspace 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 = 0.61226, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20490024, p-value = 0.7133
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.01647494

Cohen's d

d estimate: -0.1483493 (negligible)
95 percent confidence interval:
     lower   upper
-0.27262939 -0.02406916

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

[1] "Private Workspace 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 = 0.62809, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 22857671, p-value = 0.02981
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
-0.09717261

Cohen's d

d estimate: -0.25552 (small)
95 percent confidence interval:
    lower   upper
-0.3801349 -0.1309050

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

[1] "Other 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 = 0.218, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 21363074, p-value = 0.5705
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
-0.02543164

Cohen's d

d estimate: 0.7085607 (medium)
95 percent confidence interval:
    lower   upper
0.5806161 0.8365054

2.Work Environment (During Covid)
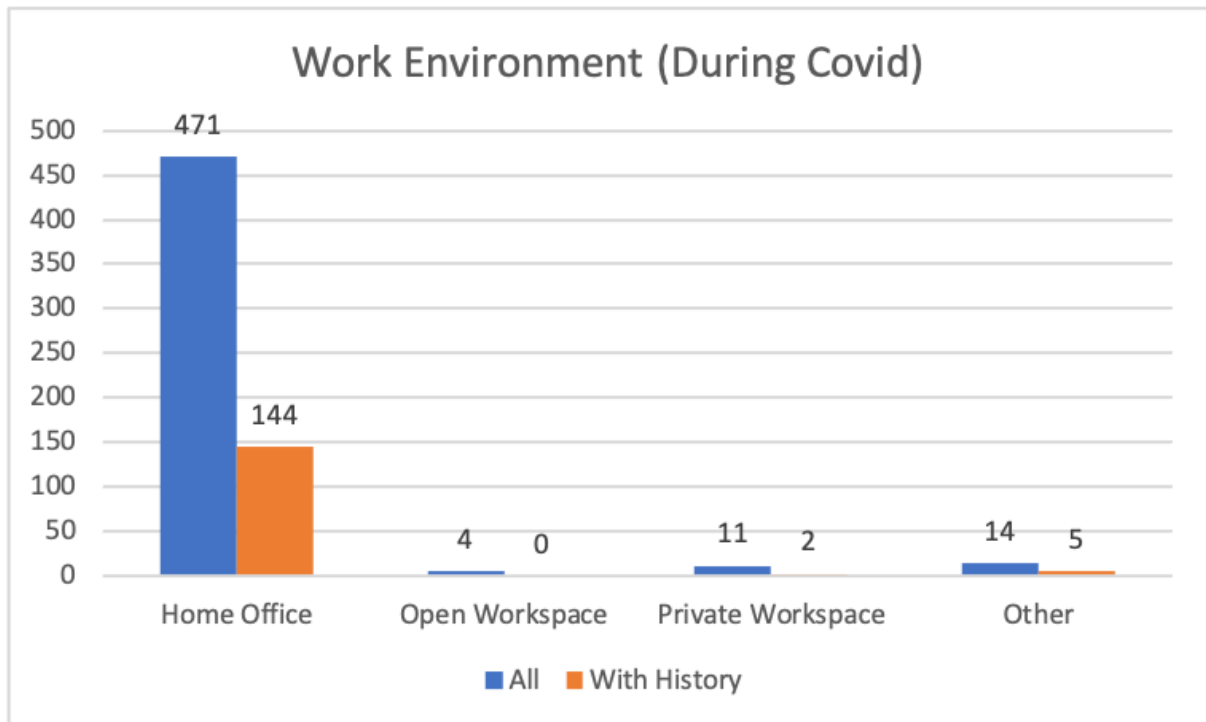
Check Correlation

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

[1] "Home Office 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 = 0.24615, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

       Spearman's rank correlation rho

data: c1 and c2

S = 20150699, p-value = 0.4648
alternative hypothesis: true rho is not equal to 0
sample estimates:
     rho
0.03276259

Cohen's d

d estimate: -1.755026 (large)
95 percent confidence interval:
   lower   upper
-1.901087 -1.608966

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

[1] "Open Workspace 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] "Private Workspace 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 = 0.12817, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data:  c1 and c2
S = 21651162, p-value = 0.381
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.03925993


Cohen's d

d estimate: 0.8207341 (large)
95 percent confidence interval:
    lower     upper
0.6915051 0.9499631


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

```

[1] "Other 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 = 0.15174, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20408571, p-value = 0.6493
alternative hypothesis: true rho is not equal to 0
sample estimates:
    rho
0.02038468

Cohen's d

d estimate: 0.7934716 (medium)
95 percent confidence interval:
   lower   upper
0.6645709 0.9223724

3.Satisfaction with the Working Environment

Check Correlation

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

[1] "Very satisfied 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 = 0.51857, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

     Spearman's rank correlation rho

data: c1 and c2

S = 22007389, p-value = 0.2084
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
-0.05635891

Cohen's d

d estimate: 0.1680978 (negligible)
95 percent confidence interval:
     lower   upper
0.04376928 0.29242631

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

[1] "Satisfied 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 = 0.63421, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 19460311, p-value = 0.1412
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.06590136

Cohen's d

d estimate: -0.3294112 (small)
95 percent confidence interval:

```
    lower     upper
-0.4543596 -0.2044628
```

[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 = 0.48523, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 20969503, p-value = 0.884
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
-0.00654017

Cohen's d

d estimate: 0.2467392 (small)
95 percent confidence interval:
    lower   upper
0.1221583 0.3713200

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

[1] "Dissatisfied 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 = 0.33412, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 21294108, p-value = 0.6217
alternative hypothesis: true rho is not equal to 0
sample estimates:
     rho
-0.0221213

Cohen's d

d estimate: 0.5335138 (medium)
95 percent confidence interval:
    lower   upper
0.4072156 0.6598119

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

[1] "Very dissatisfied 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 = 0.11108, p-value < 2.2e-16
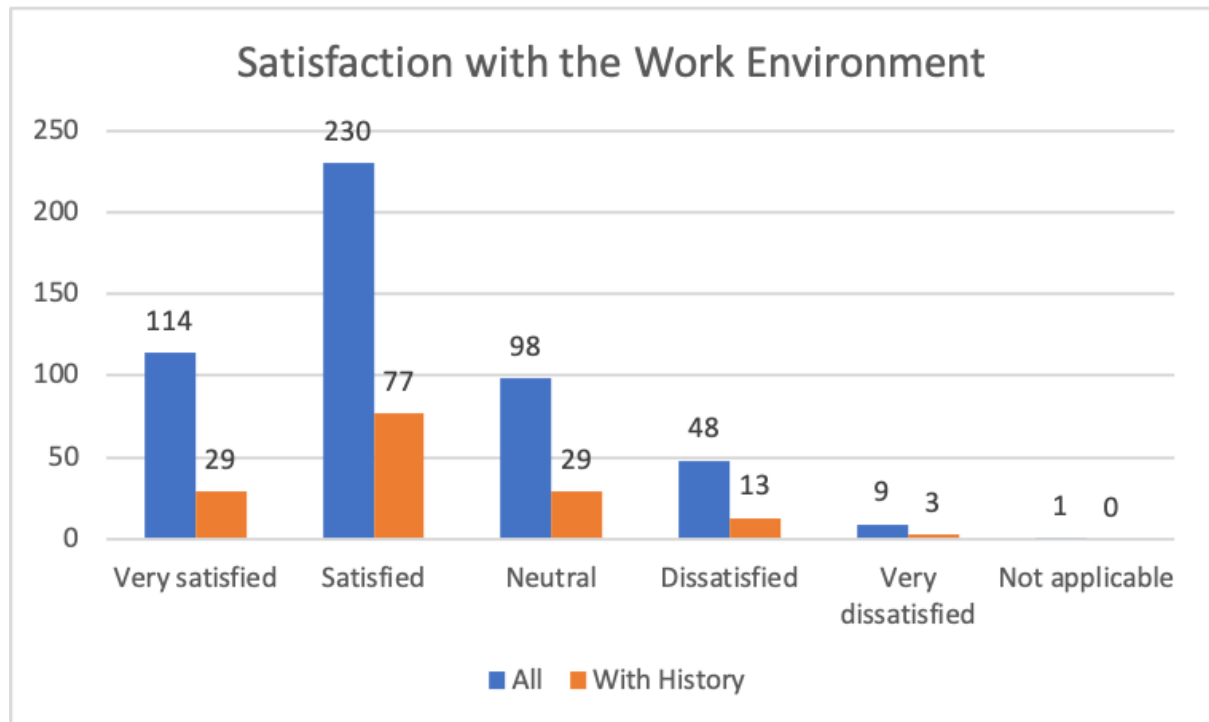
[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20640758, p-value = 0.8367
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.009239659

Cohen's d

d estimate: 0.8394254 (large)
95 percent confidence interval:
   lower   upper
0.7099655 0.9688854

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

[1] "Not applicable 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 = 0.021117, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 21446705, p-value = 0.5112
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.02944594

Cohen's d

d estimate: 0.9188061 (large)

95 percent confidence interval:
   lower   upper
0.7883124 1.0492998

4. How often do you use Leisure Facilities
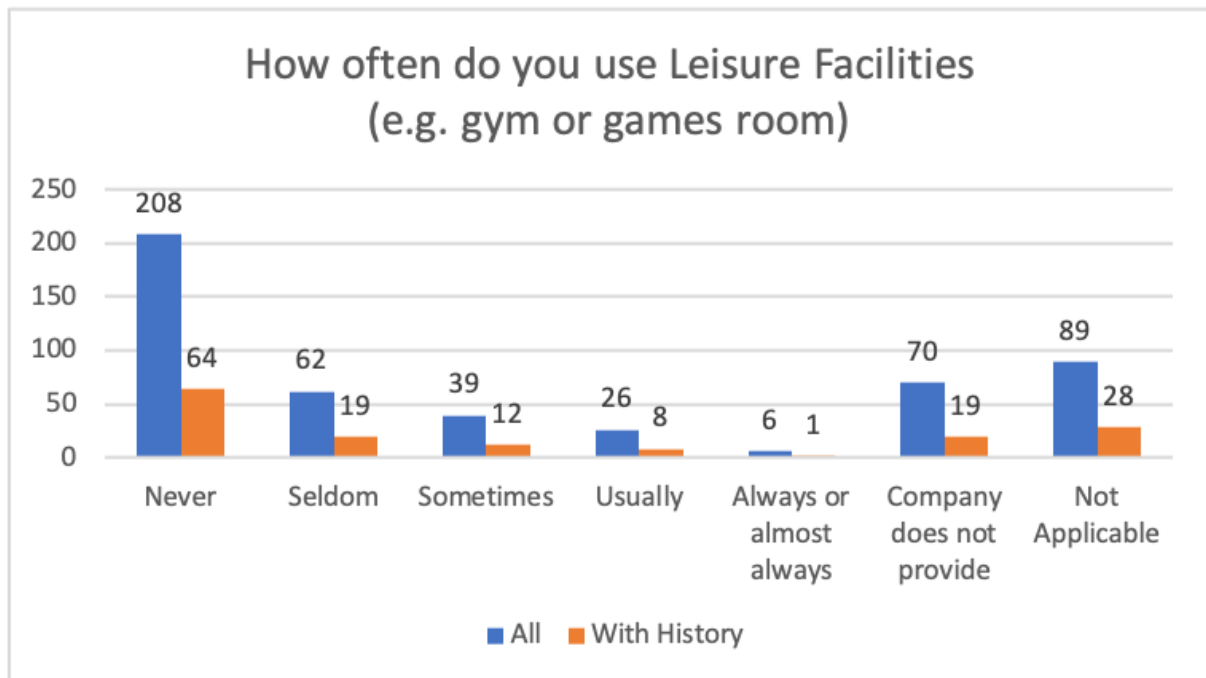
Check Correlation

[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 = 0.6262, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

       Spearman's rank correlation rho

data: c1 and c2
S = 20615251, p-value = 0.8154

alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.01046399

Cohen's d

d estimate: -0.2391011 (small)
95 percent confidence interval:
    lower   upper
-0.3636533 -0.1145489

[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 = 0.38558, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20757252, p-value = 0.9352
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.003647917

Cohen's d

d estimate: 0.4449582 (small)
95 percent confidence interval:
    lower   upper

0.3193223 0.5705941

[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 = 0.29561, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20758123, p-value = 0.9359
alternative hypothesis: true rho is not equal to 0
sample estimates:
     rho
0.00360611

Cohen's d

d estimate: 0.5951907 (medium)
95 percent confidence interval:
   lower   upper
0.4683631 0.7220184

[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 = 0.22958, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20772756, p-value = 0.9484
alternative hypothesis: true rho is not equal to 0
sample estimates:
     rho
0.00290372

Cohen's d

d estimate: 0.692559 (medium)
95 percent confidence interval:
   lower   upper
0.5647832 0.8203349

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

[1] "Always or almost 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 = 0.082674, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 21510023, p-value = 0.4686
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.03248522

Cohen's d

d estimate: 0.8682903 (large)
95 percent confidence interval:
    lower   upper
0.7384644 0.9981163

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

[1] "Company does not provide 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 = 21392951, p-value = 0.5489
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.02686577

Cohen's d

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

5. How Often do you use Resting Facilities

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 = 0.62569, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 21664953, p-value = 0.373
alternative hypothesis: true rho is not equal to 0

sample estimates:
     rho
-0.03992192

Cohen's d

d estimate: -0.2349944 (small)
95 percent confidence interval:
    lower   upper
-0.3595315 -0.1104573

[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 = 0.38219, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 19009260, p-value = 0.0504
alternative hypothesis: true rho is not equal to 0
sample estimates:
     rho
0.08755189

Cohen's d

d estimate: 0.4510236 (small)
95 percent confidence interval:
    lower   upper
0.3253461 0.5767012

[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 = 0.30014, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 21194527, p-value = 0.6989
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
-0.01734138

Cohen's d

d estimate: 0.5881275 (medium)
95 percent confidence interval:
    lower   upper
0.4613633 0.7148917

[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 = 0.18683, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 22132851, p-value = 0.1637
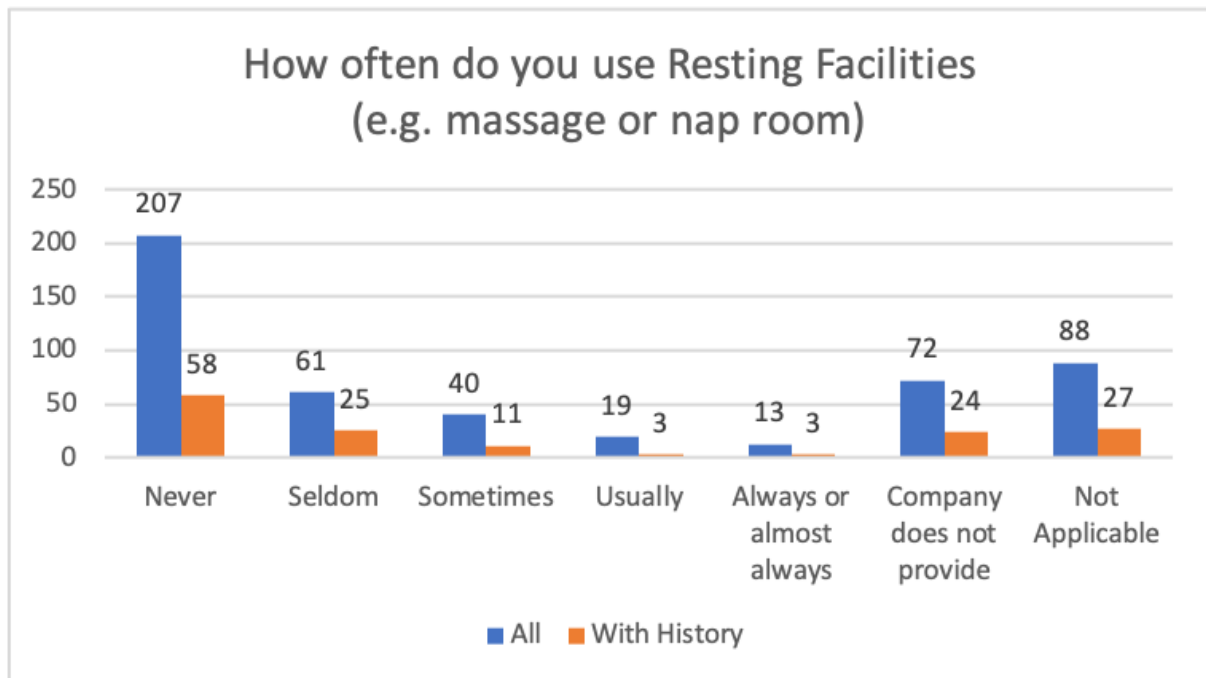alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
-0.06238108

Cohen's d

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

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

[1] "Always or almost 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 = 0.14413, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 21361331, p-value = 0.5718
alternative hypothesis: true rho is not equal to 0
sample estimates:
    rho
-0.025348

Cohen's d

d estimate: 0.8024592 (large)
95 percent confidence interval:
   lower   upper
0.6734514 0.9314670

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

[1] "Company does not provide 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

6. How Often do you go to Social Activities explicitly organized by the company

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 = 0.51076, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 21538679, p-value = 0.45
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
-0.03386071

Cohen's d

d estimate: 0.187343 (negligible)
95 percent confidence interval:
    lower   upper
0.06296152 0.31172446

[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 = 0.42033, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 18788990, p-value = 0.02824
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.09812486

Cohen's d

d estimate: 0.3805148 (small)

95 percent confidence interval:
    lower   upper
0.2552872 0.5057424

[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 = 0.39873, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 19742589, p-value = 0.2426
alternative hypothesis: true rho is not equal to 0
sample estimates:
     rho
0.05235196

Cohen's d

d estimate: 0.4210553 (small)
95 percent confidence interval:
    lower   upper
0.2955781 0.5465324

[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
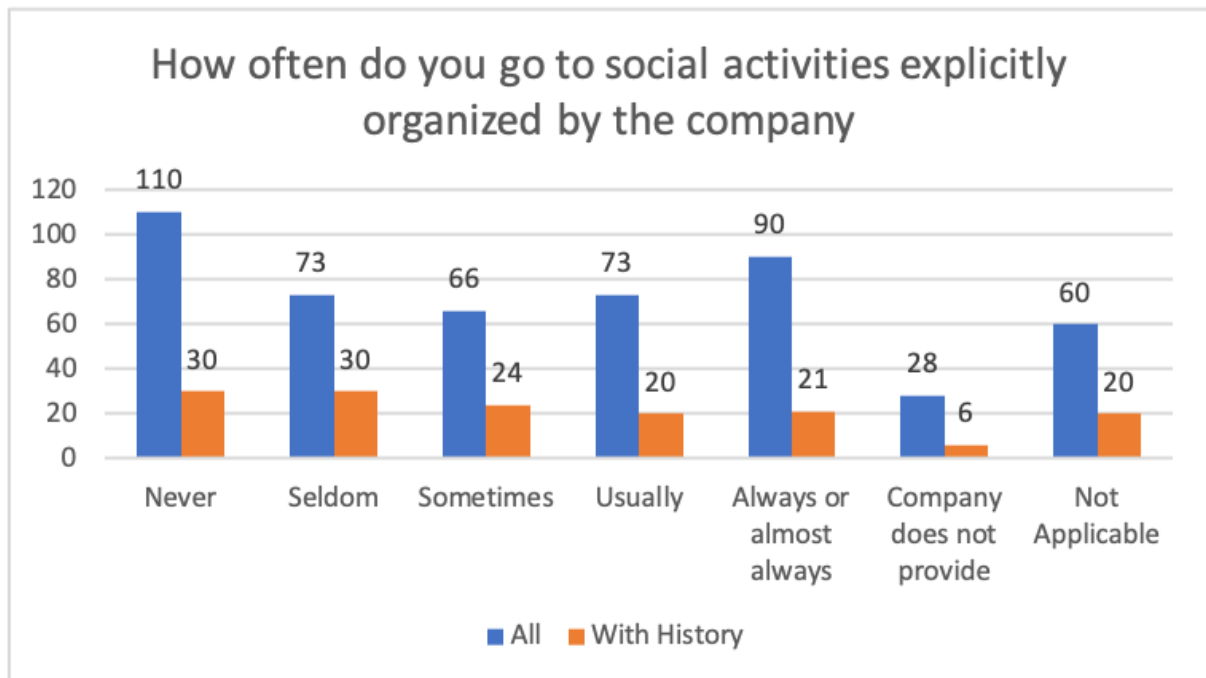W = 0.42033, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 21359093, p-value = 0.5734
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
-0.02524057

Cohen's d

d estimate: 0.3805148 (small)
95 percent confidence interval:
   lower   upper
0.2552872 0.5057424

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

[1] "Always or almost 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 = 0.46632, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 22293076, p-value = 0.1176
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.07007193

Cohen's d

d estimate: 0.2879112 (small)
95 percent confidence interval:
    lower   upper
0.1631603 0.4126620

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

[1] "Company does not provide 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 = 21802653, p-value = 0.2991
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.04653151

Cohen's d

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

7. How Often do you go to Social Activities with colleagues
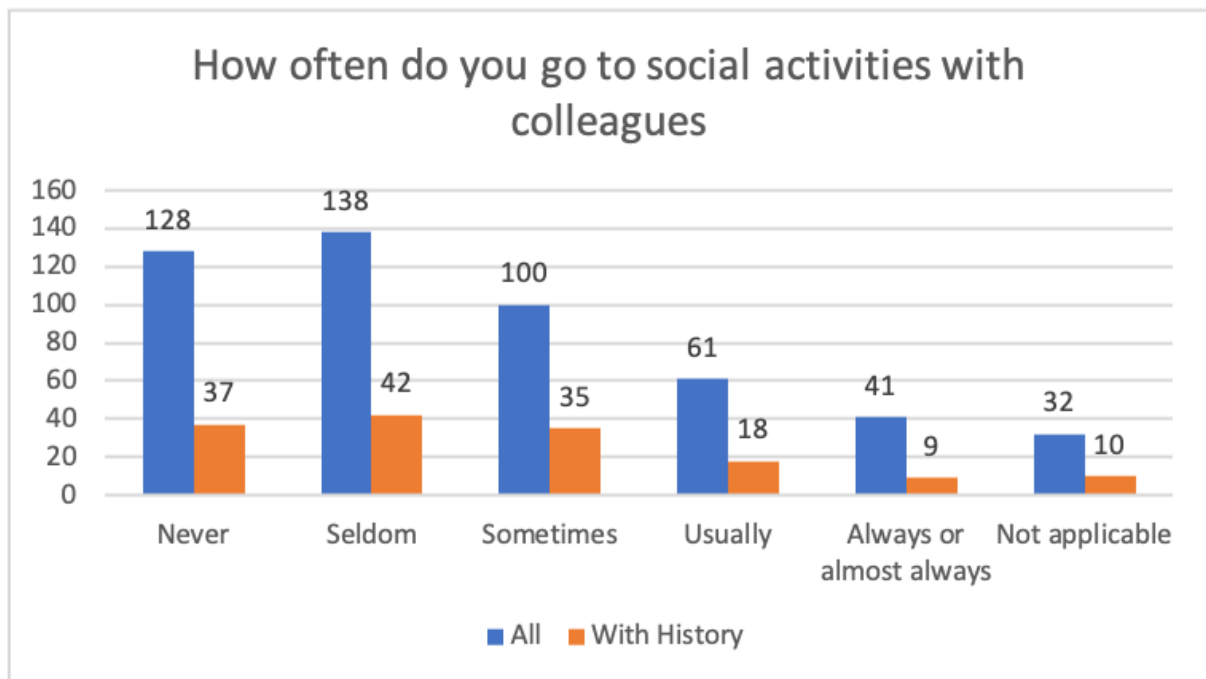
Check Correlation

[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 = 0.54345, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

       Spearman's rank correlation rho

data: c1 and c2
S = 21177608, p-value = 0.7123
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
-0.01652923

Cohen's d

d estimate: 0.1025948 (negligible)
95 percent confidence interval:
     lower   upper
-0.02159638 0.22678590

[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 = 0.55904, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20767473, p-value = 0.9439
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
0.00315733

Cohen's d

d estimate: 0.05732361 (negligible)

95 percent confidence interval:
     lower   upper
-0.06681139 0.18145862

[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 = 0.48971, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 19744227, p-value = 0.2433
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.05227332

Cohen's d

d estimate: 0.2366535 (small)
95 percent confidence interval:
   lower   upper
0.1121103 0.3611967

[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 = 0.38219, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 20950265, p-value = 0.9003
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
-0.005616737

Cohen's d

d estimate: 0.4510236 (small)
95 percent confidence interval:
   lower   upper
0.3253461 0.5767012

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

[1] "Always or almost 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 = 0.3046, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 21951918, p-value = 0.2307
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
-0.05369627

Cohen's d

d estimate: 0.5811193 (medium)
95 percent confidence interval:
    lower   upper
0.4544173 0.7078212

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

[1] "Not applicable 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 = 0.26186, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20708665, p-value = 0.8939
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
0.005980124

Cohen's d

d estimate: 0.6462687 (medium)
95 percent confidence interval:
   lower   upper
0.5189606 0.7735767

8. Comparing With and Without History

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

[1] "VARIABLE => Leisure Facilities (1-5)"

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

How often do you use Leisure Facilities
(e.g. gym or games room)
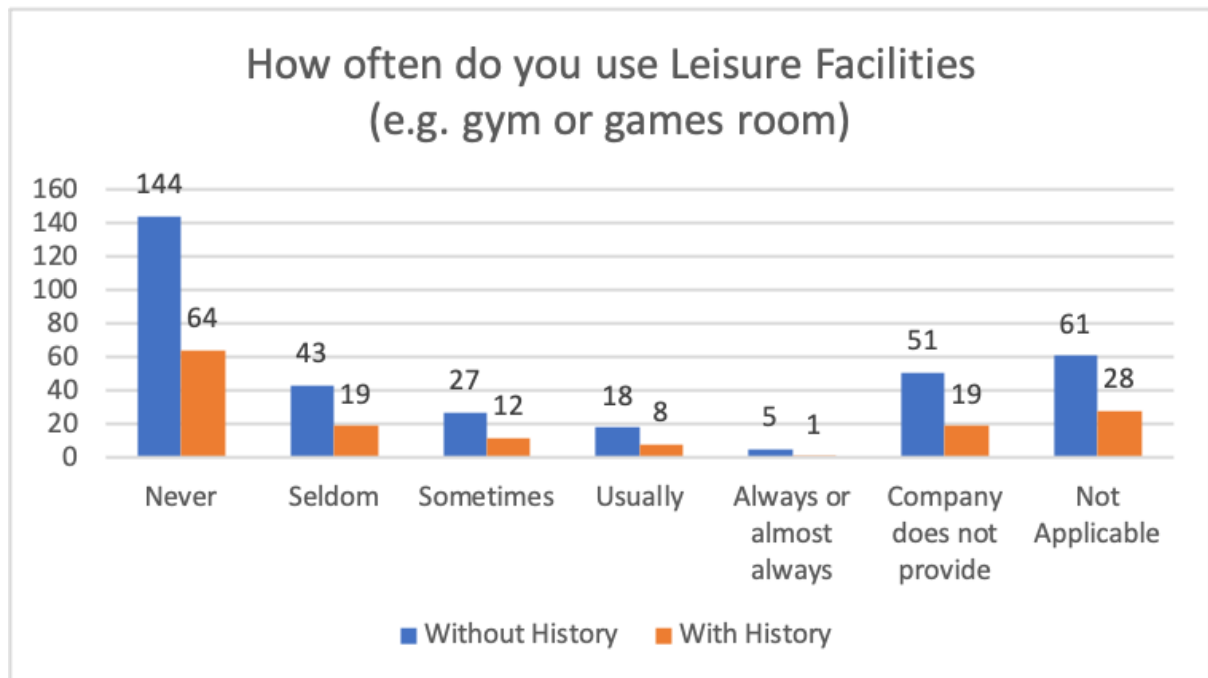
	Shapiro-Wilk normality test

data: vWith
W = 0.70158, p-value = 3.089e-13

	Shapiro-Wilk normality test

data: vWithout
W = 0.70513, p-value < 2.2e-16

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

	Wilcoxon rank sum test with continuity correction

data: vWith and vWithout
W = 12177, p-value = 0.8416
alternative hypothesis: true location shift is not equal to 0

[1] "Mean With History = 1.68269230769231"

[1] "Mean Without History = 1.72151898734177"
[1] "Median With History = 1"
[1] "Median Without History = 1"
[1] "Null Hypothesis IS NOT Rejected"
[1] "With History = Without History (without a statistical significance)"

Cohen's d

d estimate: -0.03685956 (negligible)
95 percent confidence interval:
    lower   upper
-0.2682359 0.1945168

>
> #RESTING FACILITIES
> with <- data$WE.Resting.Facilities[data$Category.2
=='With'][!is.na(replace(data$WE.Resting.Facilities, data$WE.Resting.Facilities==6,
NA)[data$Category.2 =='With'])]
> without <- data$WE.Resting.Facilities[data$Category.2
=='Without'][!is.na(replace(data$WE.Resting.Facilities, data$WE.Resting.Facilities==6,
NA)[data$Category.2 =='Without'])]
> compareBCDC(with,without,"Resting Facilities (1-5)")
[1] "============================="

[1] "VARIABLE => Resting Facilities (1-5)"

[1] "============================="
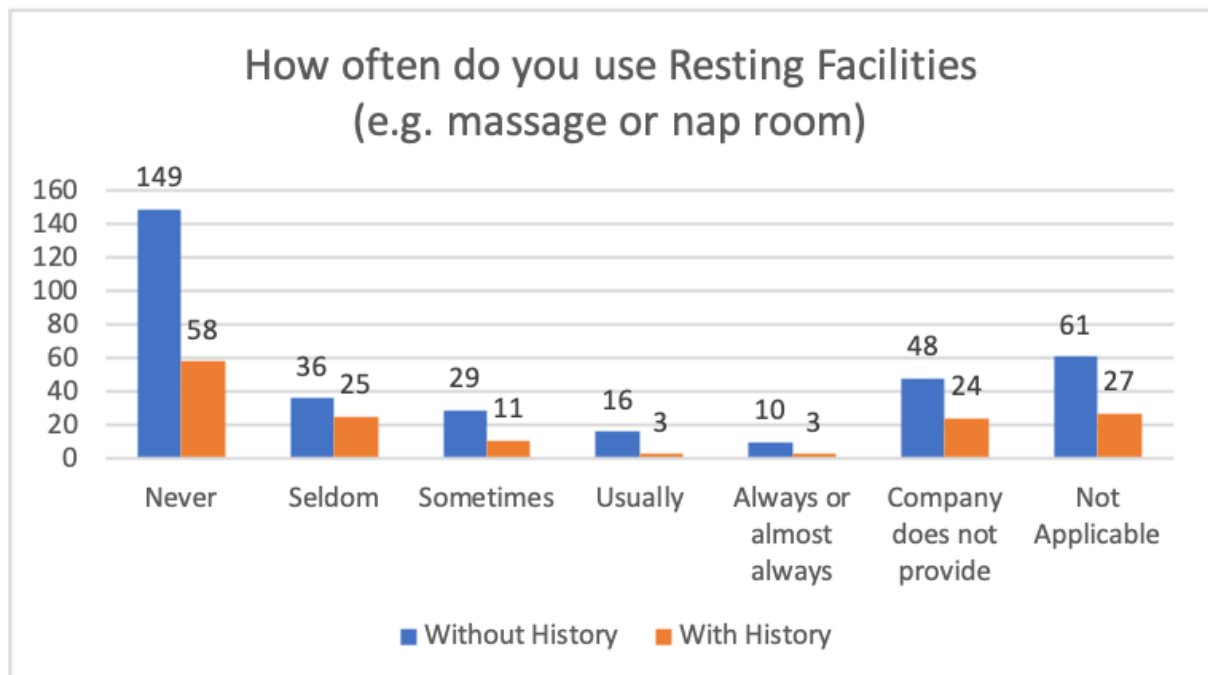
Shapiro-Wilk normality test

data: vWith

W = 0.70747, p-value = 8.079e-13

       Shapiro-Wilk normality test

data: vWithout
W = 0.69335, p-value < 2.2e-16

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

       Wilcoxon rank sum test with continuity correction

data: vWith and vWithout
W = 12062, p-value = 0.9328
alternative hypothesis: true location shift is not equal to 0

[1] "Mean With History = 1.68"
[1] "Mean Without History = 1.75833333333333"
[1] "Median With History = 1"
[1] "Median Without History = 1"
[1] "Null Hypothesis IS NOT Rejected"
[1] "With History = Without History (without a statistical significance)"

Cohen's d

d estimate: -0.0706305 (negligible)
95 percent confidence interval:
   lower   upper
-0.3048118 0.1635508

>
> #SOCIAL OFFICIAL
> with <- data$WE.Official.Social[data$Category.2
=='With'][!is.na(replace(data$WE.Official.Social, data$WE.Official.Social==6,
NA)[data$Category.2 =='With'])]
> without <- data$WE.Official.Social[data$Category.2
=='Without'][!is.na(replace(data$WE.Official.Social, data$WE.Official.Social==6,
NA)[data$Category.2 =='Without'])]
> compareBCDC(with,without,"Official Social (1-5)")
[1] "==========================="

[1] "VARIABLE => Official Social (1-5)"

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

How often do you go to social activities explicitly organized by the company
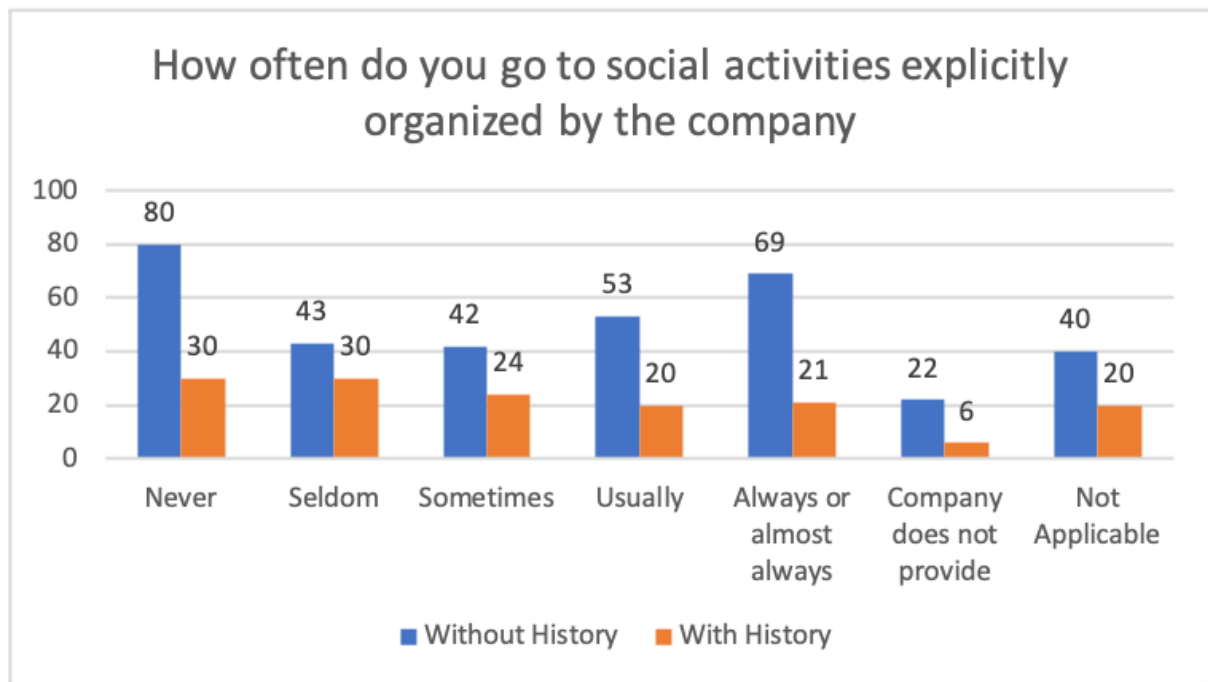
Shapiro-Wilk normality test

data: vWith
W = 0.88109, p-value = 1.427e-08

Shapiro-Wilk normality test

data: vWithout
W = 0.85022, p-value = 5.312e-16

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

Wilcoxon rank sum test with continuity correction

data: vWith and vWithout
W = 16834, p-value = 0.3096
alternative hypothesis: true location shift is not equal to 0

[1] "Mean With History = 2.776"
[1] "Mean Without History = 2.9581881533101"
[1] "Median With History = 3"
[1] "Median Without History = 3"
[1] "Null Hypothesis IS NOT Rejected"
[1] "With History = Without History (without a statistical significance)"

Cohen's d

d estimate: -0.1203724 (negligible)
95 percent confidence interval:

```
      lower      upper
-0.33119488  0.09045006
```

9. Please indicate whether you agree with the following statements

9.1 I have a healthy relationship with my boss
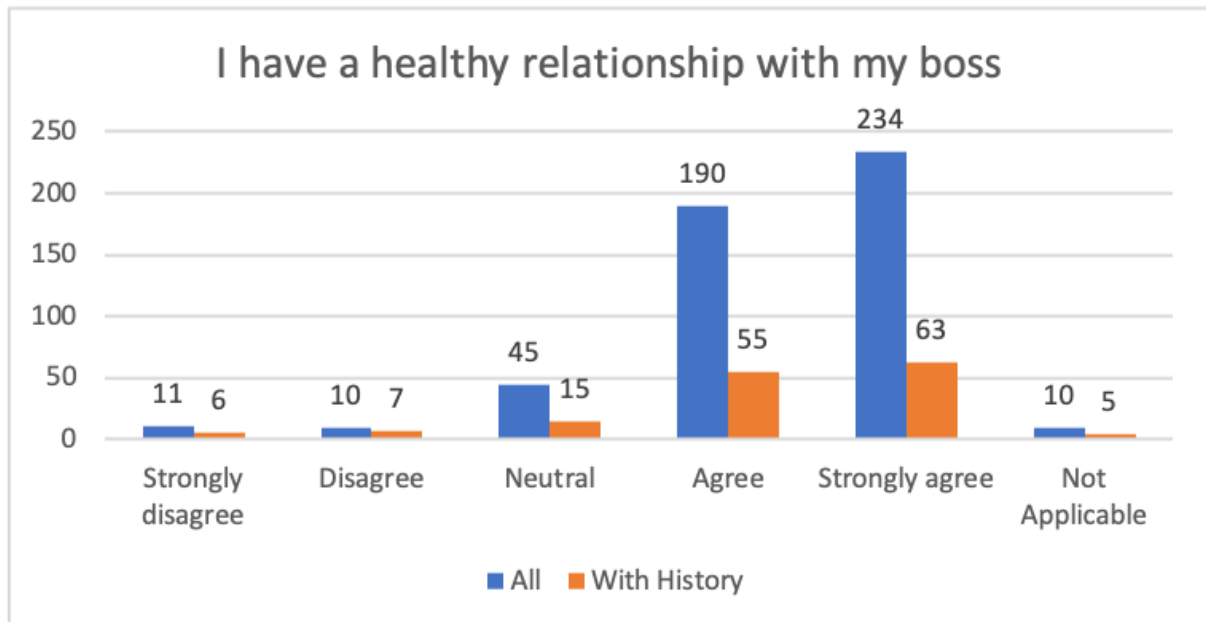
[1] "================"

[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 = 0.24275, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

       Spearman's rank correlation rho

data: c1 and c2
S = 20522052, p-value = 0.739
alternative hypothesis: true rho is not equal to 0
sample estimates:

```
      rho
0.01493758
```

Cohen's d

```
d estimate: 0.842985 (large)
95 percent confidence interval:
    lower     upper
0.7134806 0.9724895
```

[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 = 0.23478, p-value < 2.2e-16
```

[1] "NOT NORMAL Distribution -> Spearman"

```
        Spearman's rank correlation rho

data:  c1 and c2
S = 19925731, p-value = 0.331
alternative hypothesis: true rho is not equal to 0
sample estimates:
     rho
0.0435611
```

Cohen's d

```
d estimate: 0.8519751 (large)
95 percent confidence interval:
    lower     upper
0.7223574 0.9815928
```

[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 = 0.42281, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

       Spearman's rank correlation rho

data: c1 and c2
S = 20954946, p-value = 0.8963
alternative hypothesis: true rho is not equal to 0
sample estimates:
     rho
-0.005841415

Cohen's d

d estimate: 0.5831714 (medium)
95 percent confidence interval:
  lower   upper
0.4564513 0.7098914

[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 = 0.6812, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 21488590, p-value = 0.4828
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.03145647

Cohen's d

d estimate: -0.1181265 (negligible)
95 percent confidence interval:
     lower   upper
-0.242344192 0.006091234

[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 = 0.69265, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 22374796, p-value = 0.09839
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.07399451

Cohen's d

d estimate: -0.292266 (small)
95 percent confidence interval:
    lower   upper
-0.4170364 -0.1674957

9.2. I have a healthy relationship with my colleagues

[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 = 0.13062, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 21579983, p-value = 0.4239
alternative hypothesis: true rho is not equal to 0
sample estimates:
     rho
-0.03584332

Cohen's d

d estimate: 0.9097895 (large)
95 percent confidence interval:
    lower   upper
0.7794175 1.0401615

[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 = 0.18211, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 19526335, p-value = 0.1613
alternative hypothesis: true rho is not equal to 0
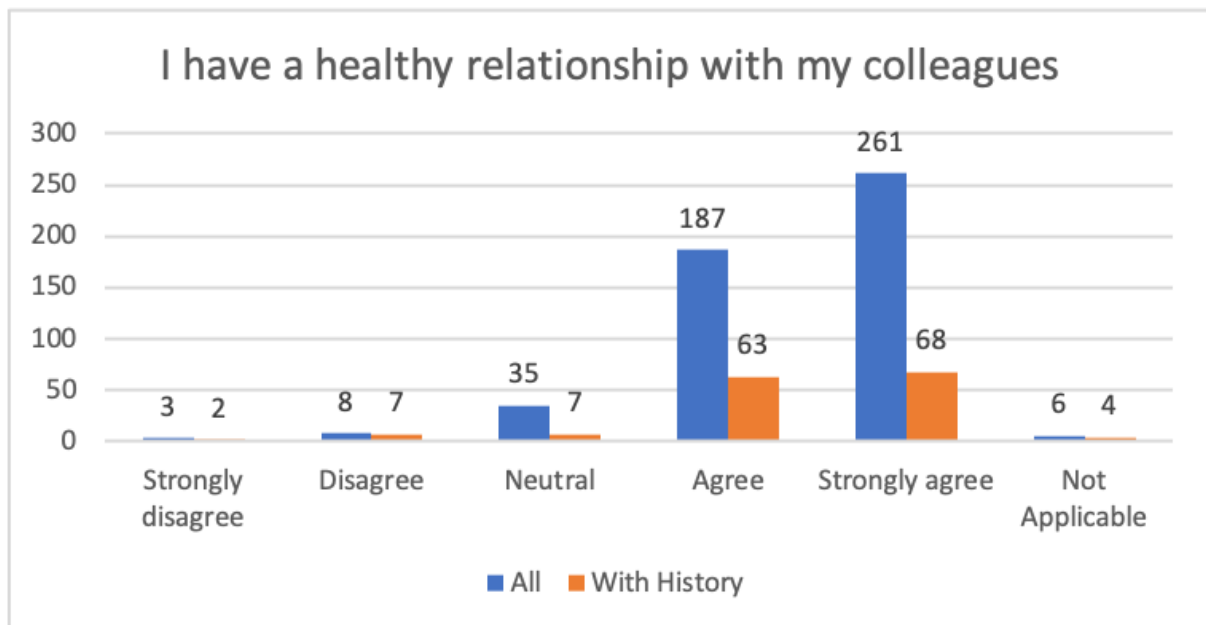sample estimates:
      rho
0.06273216

Cohen's d

d estimate: 0.8615839 (large)
95 percent confidence interval:
    lower   upper
0.7318439 0.9913238

[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 = 0.34849, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 22672158, p-value = 0.04854
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
-0.08826793

Cohen's d

d estimate: 0.6407621 (medium)
95 percent confidence interval:
    lower   upper
0.5135077 0.7680166

[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 = 0.65983, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 19890082, p-value = 0.3124
alternative hypothesis: true rho is not equal to 0
sample estimates:
rho
0.04527226

Cohen's d

d estimate: -0.1242093 (negligible)
95 percent confidence interval:
lower   upper
-2.484384e-01 1.982519e-05

[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 = 0.67387, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 22954476, p-value = 0.02279

alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
-0.1018192

Cohen's d

d estimate: -0.4220937 (small)
95 percent confidence interval:
    lower   upper
-0.5475776 -0.2966098

9.3. My team is constantly changing
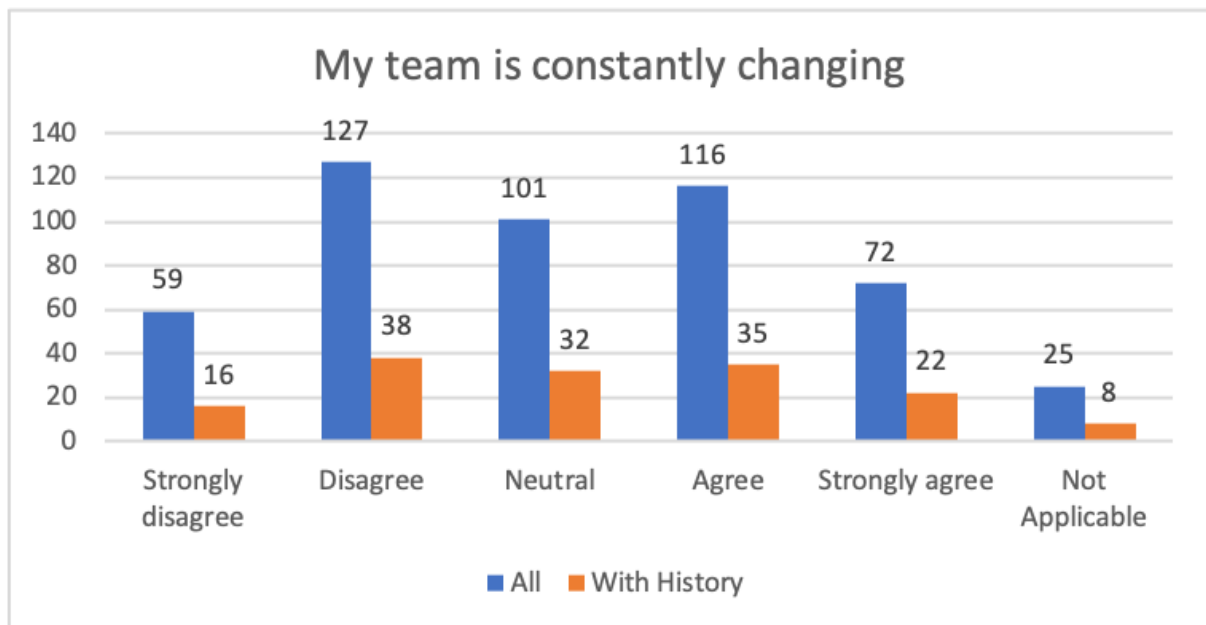
[1] "================="

[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 = 0.55363, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 21347009, p-value = 0.5822
alternative hypothesis: true rho is not equal to 0
sample estimates:
     rho
-0.02466054

Cohen's d

d estimate: 0.5404562 (medium)
95 percent confidence interval:
   lower   upper
0.4141012 0.6668111

[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 = 0.68363, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20964638, p-value = 0.8881
alternative hypothesis: true rho is not equal to 0
sample estimates:
     rho
-0.00630667

Cohen's d

d estimate: 0.2012765 (small)
95 percent confidence interval:
   lower   upper
0.07685317 0.32569991

[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 = 0.64658, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 20612331, p-value = 0.813
alternative hypothesis: true rho is not equal to 0
sample estimates:
     rho
0.01060418

Cohen's d

d estimate: 0.319593 (small)
95 percent confidence interval:
   lower   upper
0.1946937 0.4444923

[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 = 0.66949, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 20908478, p-value = 0.9358
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
-0.003610935

Cohen's d

d estimate: 0.2500561 (small)
95 percent confidence interval:
    lower   upper
0.1254625 0.3746497

[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 = 0.58787, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2

S = 20865695, p-value = 0.9723
alternative hypothesis: true rho is not equal to 0
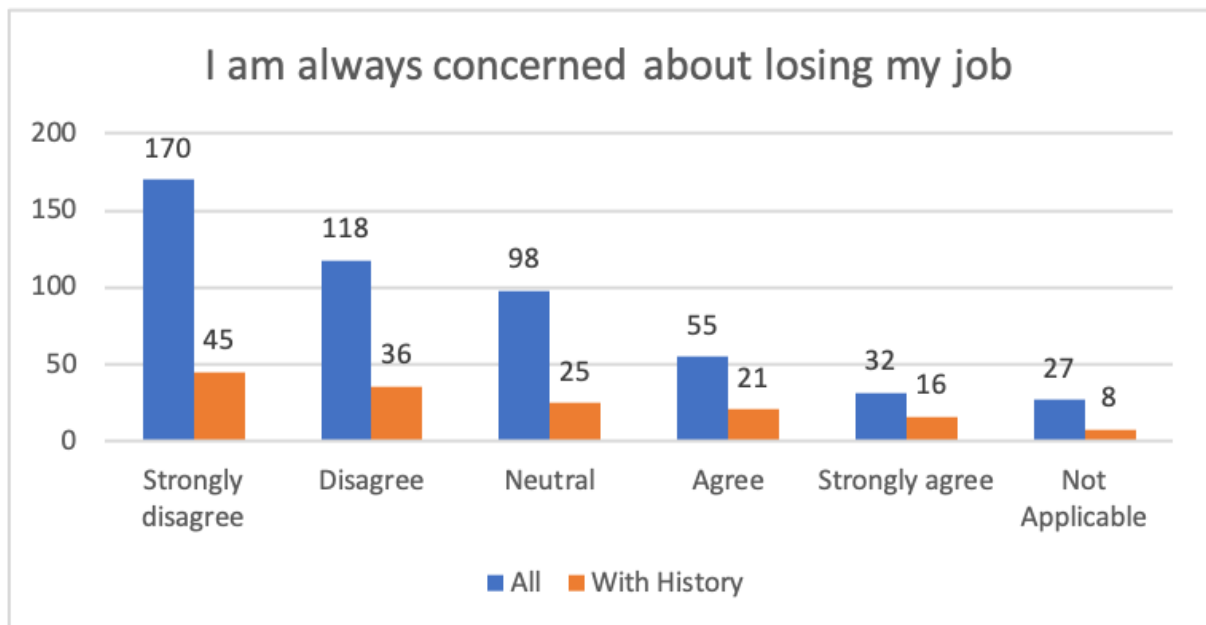sample estimates:
        rho
-0.001557355

Cohen's d

d estimate: 0.4670011 (small)
95 percent confidence interval:
    lower   upper
0.3412113 0.5927910

9.4. I am always concerned about losing my job

I am always concerned about losing my job

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not Applicable
All	170	118	98	55	32	27
With History	45	36	25	21	16	8

[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 = 0.72571, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 21912067, p-value = 0.2478
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
-0.05178341

Cohen's d

d estimate: 0.03125715 (negligible)
95 percent confidence interval:
       lower   upper
-0.09285995 0.15537425

[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 = 0.67887, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 20741669, p-value = 0.9219
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
0.004395918

Cohen's d

d estimate: 0.2479082 (small)
95 percent confidence interval:
    lower   upper
0.1233228 0.3724935

[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 = 0.64873, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 21712346, p-value = 0.3464
alternative hypothesis: true rho is not equal to 0
sample estimates:
        rho
-0.04219676

Cohen's d

d estimate: 0.3405354 (small)
95 percent confidence interval:
    lower   upper
0.2155296 0.4655412

[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 = 0.55058, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 19785517, p-value = 0.2617
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.05029139

Cohen's d

d estimate: 0.5700887 (medium)
95 percent confidence interval:
    lower   upper
0.4434833 0.6966942

[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 = 0.46785, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

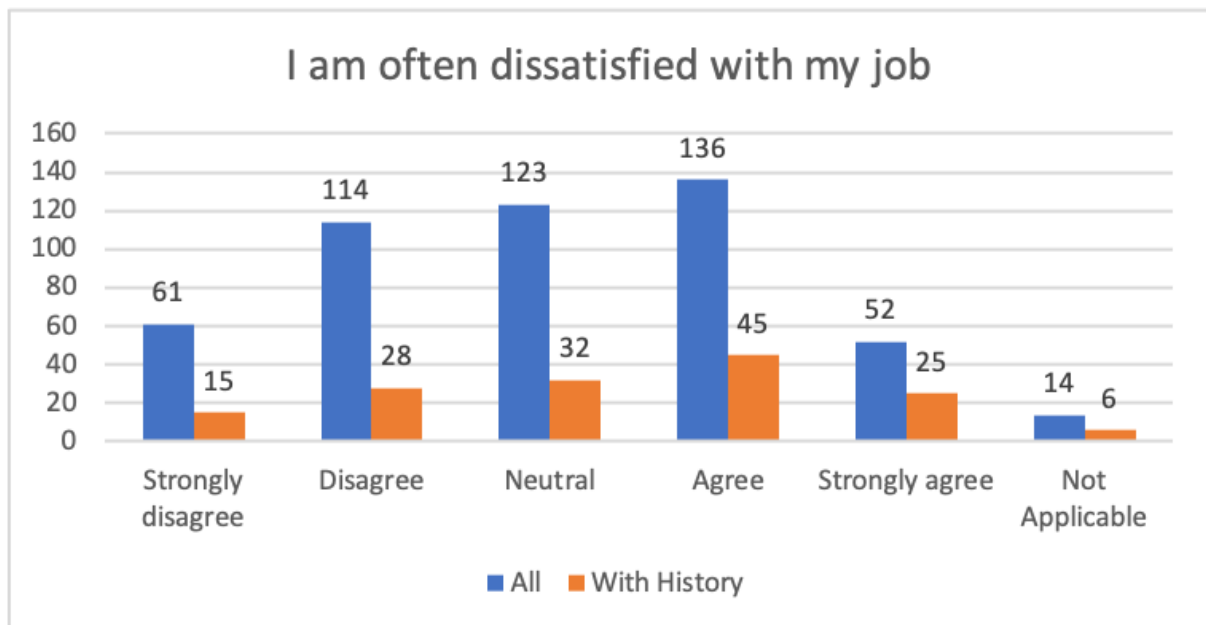Spearman's rank correlation rho

data: c1 and c2

S = 19109961, p-value = 0.06458
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
0.08271822

Cohen's d

d estimate: 0.7195582 (medium)
95 percent confidence interval:
   lower   upper
0.5914954 0.8476209

9.5. I am often dissatisfied with my job

[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 = 0.50348, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 22071555, p-value = 0.1845
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
-0.05943887

Cohen's d

d estimate: 0.4953326 (small)
95 percent confidence interval:
    lower   upper
0.3693343 0.6213310

[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 = 0.62147, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

        Spearman's rank correlation rho

data: c1 and c2
S = 22410211, p-value = 0.09088
alternative hypothesis: true rho is not equal to 0
sample estimates:
      rho
-0.07569444

Cohen's d

d estimate: 0.2205821 (small)
95 percent confidence interval:
    lower   upper
0.09609573 0.34506847

[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 = 0.63517, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 22116804, p-value = 0.169
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
-0.06161082

Cohen's d

d estimate: 0.1794666 (negligible)
95 percent confidence interval:
    lower   upper
0.05510753 0.30382574

[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 = 0.65244, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2
S = 20335314, p-value = 0.5939
alternative hypothesis: true rho is not equal to 0
sample estimates:
     rho
0.02390102

Cohen's d

d estimate: 0.1219817 (negligible)
95 percent confidence interval:
     lower   upper
-0.002243142 0.246206632

[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 = 0.47476, p-value < 2.2e-16

[1] "NOT NORMAL Distribution -> Spearman"

Spearman's rank correlation rho

data: c1 and c2

S = 18839726, p-value = 0.03242
alternative hypothesis: true rho is not equal to 0
sample estimates:
       rho
0.09568952

Cohen's d

d estimate: 0.5499977 (medium)
95 percent confidence interval:
   lower   upper
0.4235635 0.6764319