

# **SSRP Report based on *Agency Beliefs Over Time and Across Cultures: Free Will Beliefs Predict Higher Job Satisfaction* by Feldman et al. (2017)\***

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## **1 Report**

Using the R programming language (R Core Team (2022)) and the tidyverse (Wickham et al. (2019)), psych (William Revelle (2024)), countrycode (Arel-Bundock, Enevoldsen, and Yetman (2018)) and kableExtra (Xie (2014)) packages, three figures from *Agency Beliefs Over Time and Across Cultures: Free Will Beliefs Predict Higher Job Satisfaction* by Fraga and Miller (2022) were replicated.

Table 1, Table 2, and Table 3 suggest that the reproduction of these figures from Feldman et al. (2017) was successful.

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\*Code and data are available at: [https://github.com/samielsabri/freewill\\_analysis](https://github.com/samielsabri/freewill_analysis)

Table 1: Replication of Table 1 from Feldman et al. (2017)

| [!h]                           |       |      |      |                                |                             |                             |
|--------------------------------|-------|------|------|--------------------------------|-----------------------------|-----------------------------|
| Variable                       | Alpha | Mean | SD   | Belief in<br>Free Will<br>(T1) | Job<br>Satisfaction<br>(T1) | Job<br>Satisfaction<br>(T2) |
| Belief in<br>Free Will<br>(T1) | 0.74  | 3.99 | 0.49 | NA                             | NA                          | NA                          |
| Job<br>Satisfaction<br>(T1)    | 0.95  | 5.64 | 1.18 | 0.368                          | NA                          | NA                          |
| Job<br>Satisfaction<br>(T2)    | 0.93  | 5.74 | 0.99 | 0.192                          | 0.425                       | NA                          |

Table 2: Replication of Table 2 from Feldman et al. (2017)

| [!h]                           |                                 |      |      |                               |                               |                                |                           |                   |
|--------------------------------|---------------------------------|------|------|-------------------------------|-------------------------------|--------------------------------|---------------------------|-------------------|
| Variable                       | Reliability<br>Coeffi-<br>cient | Mean | SD   | Job Sat-<br>isfaction<br>(T1) | Job Sat-<br>isfaction<br>(T2) | Belief in<br>Free Will<br>(T1) | Job Au-<br>tonomy<br>(T1) | Job Autonomy (T2) |
| Job<br>Satisfaction<br>(T1)    | 0.79                            | 4.97 | 1.05 | NA                            | NA                            | NA                             | NA                        | NA                |
| Job<br>Satisfaction<br>(T2)    | 0.84                            | 4.93 | 1.22 | 0.73                          | NA                            | NA                             | NA                        | NA                |
| Belief in<br>Free Will<br>(T1) | 0.88                            | 4.98 | 0.72 | 0.31                          | 0.30                          | NA                             | NA                        | NA                |
| Job<br>Autonomy<br>(T1)        | 0.83                            | 5.61 | 1.11 | 0.43                          | 0.43                          | 0.46                           | NA                        | NA                |
| Job<br>Autonomy<br>(T2)        | 0.85                            | 5.65 | 1.18 | 0.51                          | 0.59                          | 0.49                           | 0.58                      | NA                |
| Locus of<br>Control            | NA                              | 6.89 | 2.47 | 0.09                          | 0.06                          | 0.20                           | 0.03                      | 0.58              |
| Implicit<br>Beliefs            | NA                              | 3.03 | 1.04 | -0.10                         | -0.18                         | -0.19                          | -0.07                     | 0.03              |
| Self-Esteem                    | NA                              | 5.29 | 1.25 | 0.35                          | 0.30                          | 0.35                           | 0.33                      | -0.07             |
| Self-Efficacy                  | NA                              | 6.07 | 0.96 | 0.34                          | 0.31                          | 0.44                           | 0.43                      | 0.33              |
| Self-Control                   | NA                              | 3.48 | 0.77 | 0.30                          | 0.24                          | 0.19                           | 0.17                      | 0.17              |

Table 3: Replication of Table 4 from Feldman et al. (2017)

| [!h]         |         |             |       |
|--------------|---------|-------------|-------|
| Country Name | FW Mean | Correlation | n     |
| Argentina    | 7.33    | 0.21        | 5058  |
| Brazil       | 7.46    | 0.16        | 4380  |
| Switzerland  | 7.36    | 0.22        | 3810  |
| Chile        | 7.17    | 0.23        | 4645  |
| China        | 7.06    | 0.32        | 5204  |
| Czechia      | 6.29    | 0.11        | 2033  |
| Spain        | 6.69    | 0.23        | 4927  |
| India        | 6.36    | 0.28        | 7533  |
| Japan        | 5.78    | 0.17        | 5212  |
| South Korea  | 6.74    | 0.23        | 4471  |
| Mexico       | 7.78    | 0.42        | 7726  |
| Nigeria      | 6.93    | 0.19        | 4963  |
| Poland       | 6.48    | 0.15        | 1858  |
| Russia       | 6.25    | 0.19        | 5738  |
| Slovakia     | 6.26    | 0.15        | 1526  |
| South Africa | 7.03    | 0.34        | 12933 |

## References

- Arel-Bundock, Vincent, Nils Enevoldsen, and CJ Yetman. 2018. “Countrycode: An r Package to Convert Country Names and Country Codes.” *Journal of Open Source Software* 3 (28): 848. <https://doi.org/10.21105/joss.00848>.
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