Productivity Metric Relationship to Work Experience Metrics (N = 77).

|\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Zero-Order *r\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*|

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Variable** | Morale | Fairness | Jobskill | Payannual | Timeout | Productivity | β | *sr* | *b* |
| Timeout |  |  |  |  |  | -0.16 | 0.151 | 0.150 | 0.15 |
| Payannual |  |  |  |  | 0.00 | 0.29\* | -0.246 | -0.225 | -0.25 |
| Jobskill |  |  |  | 0.35\* | -0.02 | 0.47\* | 0.373 | 0.487\* | 0.37 |
| Fairness |  |  | 0.30\* | 0.54\* | -0.55\* | 0.47\* | 0.092 | 0.056 | 0.09 |
| Morale |  | 0.63\* | 0.21 | 0.46\* | -0.33\* | 0.74\* | 0.765 | 0.551\* | 0.76 |
|  |  |  |  |  |  |  |  |  |  |
| Mean | 36.57 | 36.86 | 39.79 | 33.60 | 113.86 | 84.38 |  |  |  |
| *SD* | 4.34 | 4.99 | 4.17 | 3.68 | 69.11 | 5.12 | *R2* = .69 |  |  |

\**p* < .05

Multiple linear regression was used to develop a model for predicting worker productivity based on measures of Morale, Fairness, Jobskill, Payannual and Timeout. Basic descriptive statistics and regression coefficients are shown in Table 1. Morale, Fairness, Jobskill, and Payannual each had a significant *(p* < .01) zero-order correlation with Productivity**,** but Timeout did not (*p* = 0.15). Only the Jobskill and Morale metrics had significant (*p* < .01) partial effects in the full model.The five predictor model was able to account for 69% of the variance in Productivity**,** *F*(5, 71) = 31.28,*p* < .001,*R2* = .69**,** 90% *CI* [.55, .83].

|  |  |  |  |
| --- | --- | --- | --- |
| **Variable** | Skewness | Kurtosis | Variance inflation factor |
| Productivity | .31 | -0.52 |  |
| Timeout | .27 | -0.85 | 1.76 |
| Payannual | .04 | 0.15 | 1.86 |
| Jobskill | .06 | -0.07 | 1.17 |
| Fairness | .38 | -0.14 | 2.93 |
| Morale | .06 | -0.57 | 1.72 |

Correlation of Fairness with Morale, Payannual, and Timeout, indicating possible multicollinearity. However, variance inflation factors are all under 5, inlcuding Fairness which has a VIF of 2.93. Values below 5 indicate that we do not have a problem with multicollinearity.

Absolute values of skewness and kurtosis are under 1, indicating that we are justified in operating under the normality assumption. Scatterplot below also reflects normality, as well as homoscedasticity, both justifying the analysis conducted.

