Explore

Notes

Output Created		19-DEC-2024 02:58:43
Comments		
Input	Active Dataset	DataSet2
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	1470
Missing Value Handling	Definition of Missing	User-defined missing values for dependent variables are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for the dependent variable or factor(s) being analyzed.
Syntax		EXAMINE VARIABLES=WorkLifeBalance BY Education /PLOT BOXPLOT HISTOGRAM NPPLOT /COMPARE GROUPS /STATISTICS DESCRIPTIVES EXTREME /CINTERVAL 95 /MISSING PAIRWISE...
Resources	Processor Time	00:00:12.55
	Elapsed Time	00:00:05.92

Education

Case Processing Summary

		Cases					
		Valid		Missing		Total	
	Education	N	Percent	N	Percent	N	Percent
WorkLifeBalance	1	170	100.0%	0	0.0%	170	100.0%
	2	282	100.0%	0	0.0%	282	100.0%
	3	572	100.0%	0	0.0%	572	100.0%
	4	398	100.0%	0	0.0%	398	100.0%
	5	48	100.0%	0	0.0%	48	100.0%

Descriptives

	Education			Statistic	Std. Error
WorkLifeBalance	1	Mean		2.78	.051
		95% Confidence Interval for Mean	Lower Bound	2.68	
			Upper Bound	2.88	
		5% Trimmed Mean		2.79	
		Median		3.00	
		Variance		.447	
		Std. Deviation		.668	
		Minimum		1	
		Maximum		4	
		Range		3	
		Interquartile Range		1	
		Skewness		-.430	.186
		Kurtosis		.440	.370
	2	Mean		2.77	.043
		95% Confidence Interval for Mean	Lower Bound	2.68	
			Upper Bound	2.85	
		5% Trimmed Mean		2.80	
		Median		3.00	
		Variance		.514	
		Std. Deviation		.717	
		Minimum		1	
		Maximum		4	
		Range		3	
		Interquartile Range		1	
		Skewness		-.553	.145
		Kurtosis		.408	.289
	3	Mean		2.73	.030
		95% Confidence Interval for Mean	Lower Bound	2.67	
			Upper Bound	2.79	
		5% Trimmed Mean		2.75	
		Median		3.00	
		Variance		.510	
		Std. Deviation		.714	
		Minimum		1	
		Maximum		4	
		Range		3	
		Interquartile Range		1	
		Skewness		-.536	.102
		Kurtosis		.319	.204
	4	Mean		2.79	.036
		95% Confidence Interval for Mean	Lower Bound	2.72	
			Upper Bound	2.86	
		5% Trimmed Mean		2.82	

Descriptives

Education			Statistic	Std. Error
	Median		3.00	
	Variance		.513	
	Std. Deviation		.716	
	Minimum		1	
	Maximum		4	
	Range		3	
	Interquartile Range		1	
	Skewness		-.578	.122
	Kurtosis		.485	.244
5	Mean		2.81	.088
	95% Confidence Interval for Mean	Lower Bound	2.64	
		Upper Bound	2.99	
	5% Trimmed Mean		2.84	
	Median		3.00	
	Variance		.368	
	Std. Deviation		.607	
	Minimum		1	
	Maximum		4	
	Range		3	
	Interquartile Range		0	
	Skewness		-1.087	.343
	Kurtosis		2.336	.674

Extreme Values

	Education			Case Number	Value
WorkLifeBalance	1	Highest	1	172	4
			2	435	4
			3	436	4
			4	451	4
			5	503	4[a]
		Lowest	1	1422	1
			2	1239	1
			3	837	1
			4	820	1
			5	677	1[b]
	2	Highest	1	105	4
			2	120	4
			3	122	4
			4	145	4
			5	175	4[a]
		Lowest	1	1445	1
			2	1356	1
			3	1023	1
			4	916	1
			5	872	1[b]
	3	Highest	1	34	4
			2	98	4
			3	100	4
			4	141	4
			5	177	4[a]
		Lowest	1	1312	1
			2	1295	1
			3	1242	1
			4	1224	1
			5	1172	1[b]
	4	Highest	1	32	4
			2	39	4
			3	60	4
			4	78	4
			5	79	4[a]
		Lowest	1	1461	1
			2	1381	1
			3	1292	1
			4	1235	1
			5	1136	1[b]
	5	Highest	1	422	4
			2	879	4

Extreme Values

Education			Case Number	Value
WorkLifeBalance	3	3	1015	4
		4	62	3
		5	143	3[c]
	Lowest	1	560	1
		2	209	1
		3	1052	2
		4	1029	2
		5	1027	2[d]

a. Only a partial list of cases with the value 4 are shown in the table of upper extremes.

b. Only a partial list of cases with the value 1 are shown in the table of lower extremes.

c. Only a partial list of cases with the value 3 are shown in the table of upper extremes.

d. Only a partial list of cases with the value 2 are shown in the table of lower extremes.

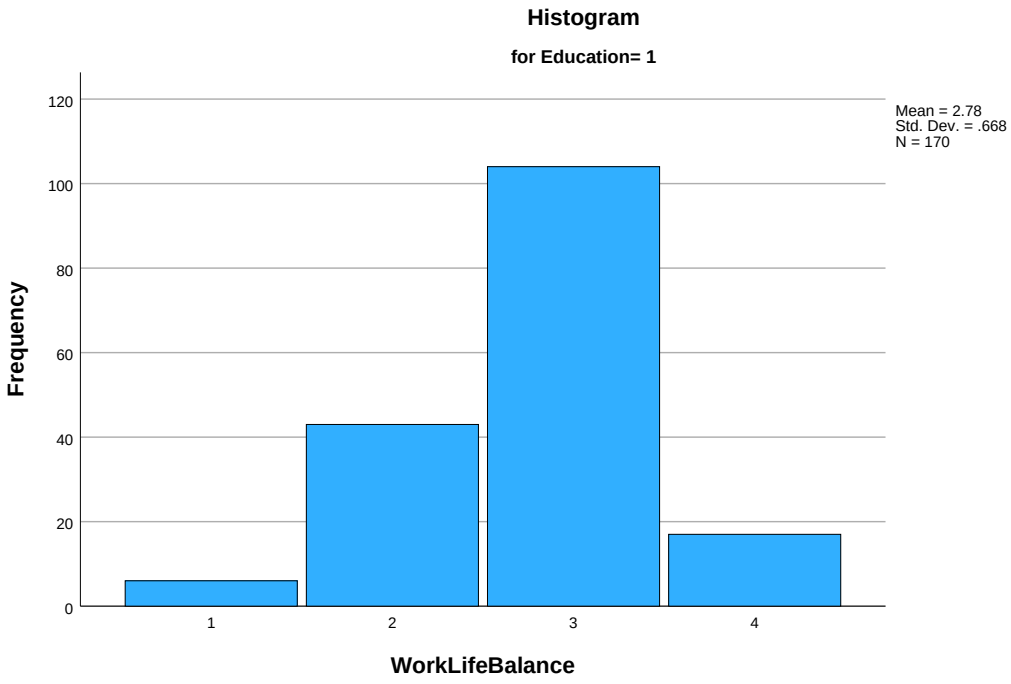
Tests of Normality

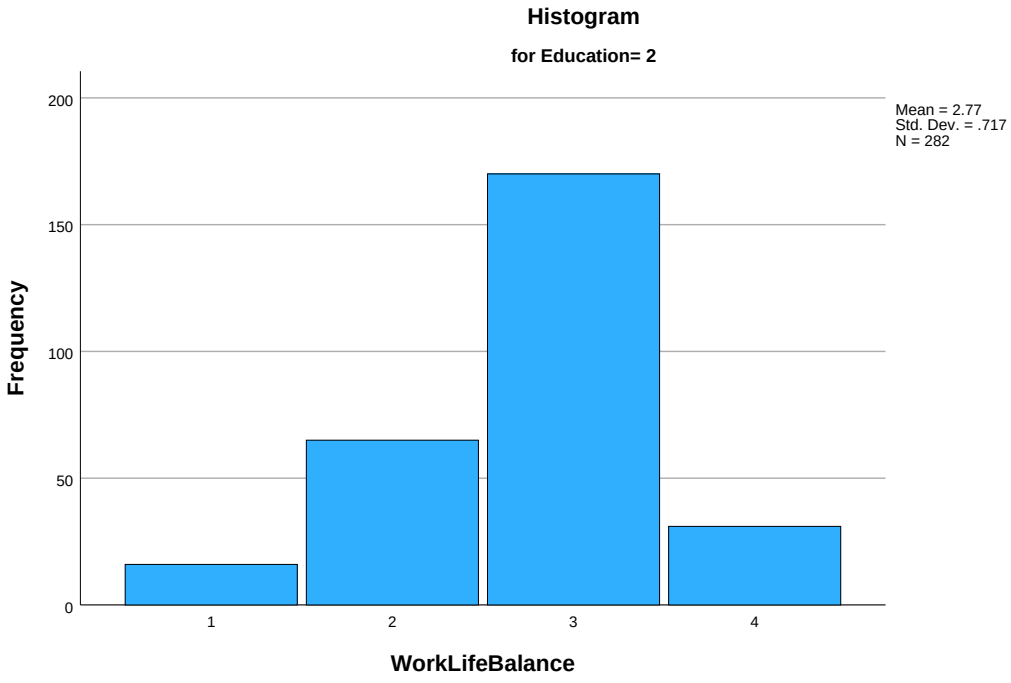
		Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Education	Statistic	df	Sig.	Statistic	df	Sig.
WorkLifeBalance	1	.343	170	<.001	.796	170	<.001
	2	.341	282	<.001	.806	282	<.001
	3	.340	572	<.001	.806	572	<.001
	4	.343	398	<.001	.802	398	<.001
	5	.413	48	<.001	.696	48	<.001

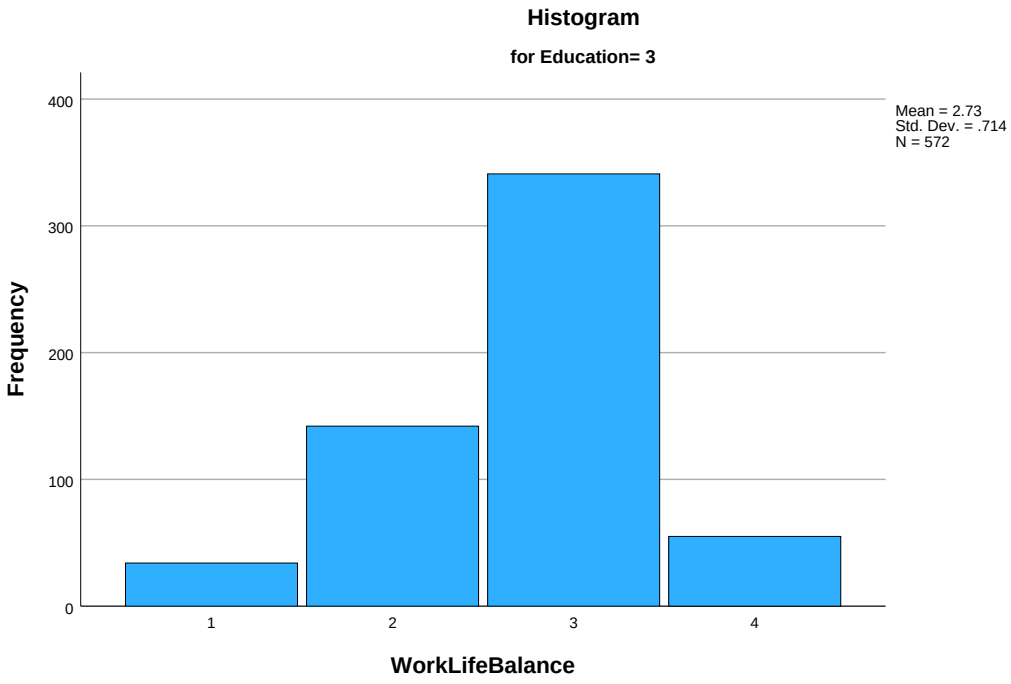
a. Lilliefors Significance Correction

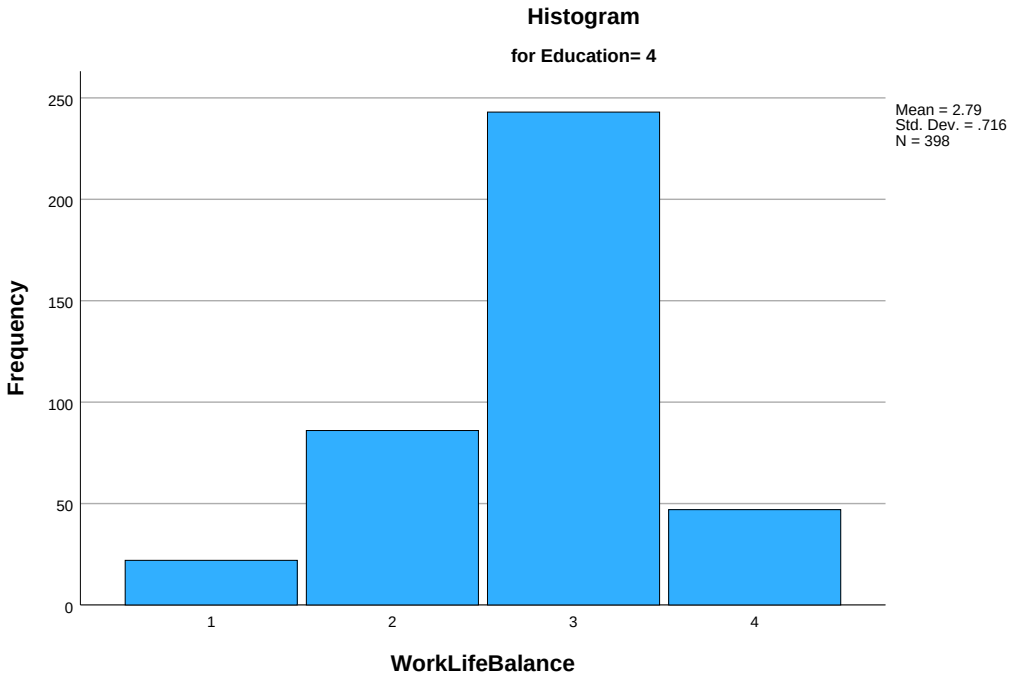
WorkLifeBalance

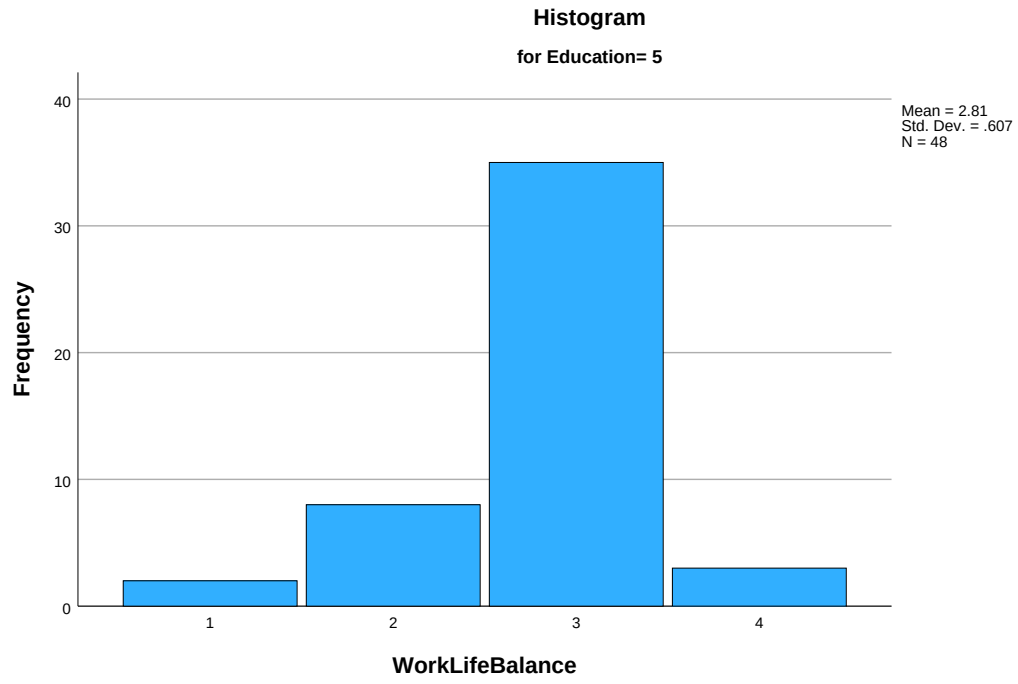
Histograms


Histogram
for Education= 1
Mean = 2.78
Std. Dev. = .668
N = 170
Frequency
120
100
80
60
40
20
0
1
2
3
4
WorkLifeBalance

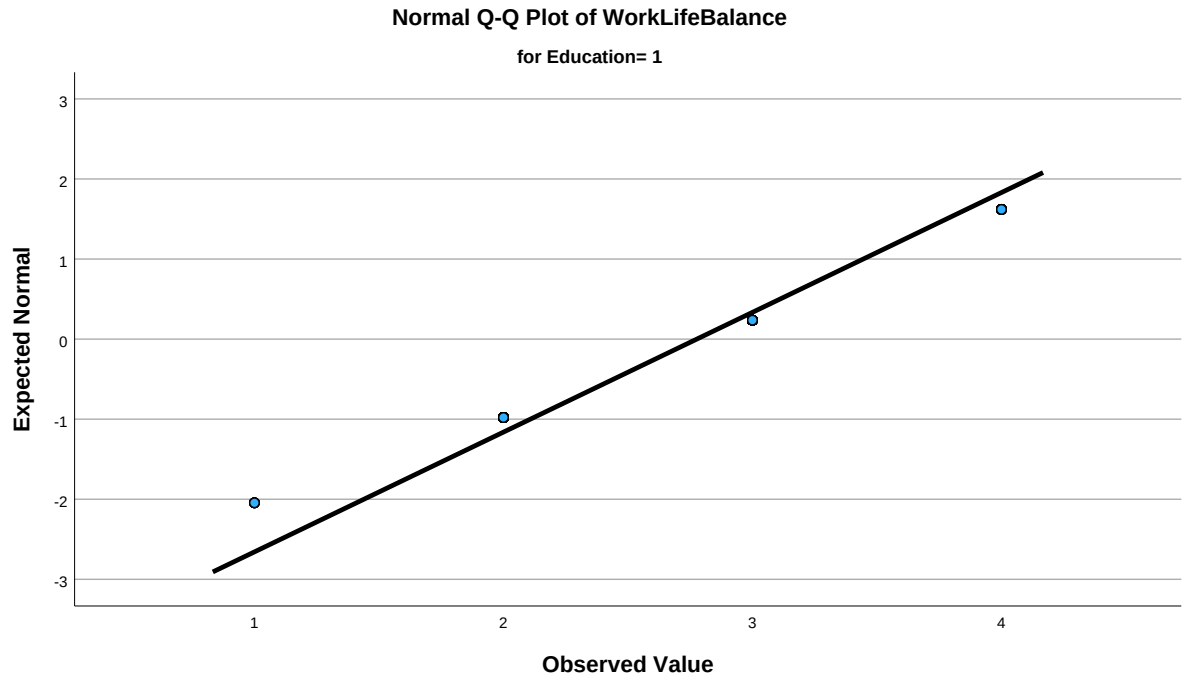

Histogram
for Education= 2
Mean = 2.77
Std. Dev. = .717
N = 282
Frequency
200
150
100
50
0
1
2
3
4
WorkLifeBalance

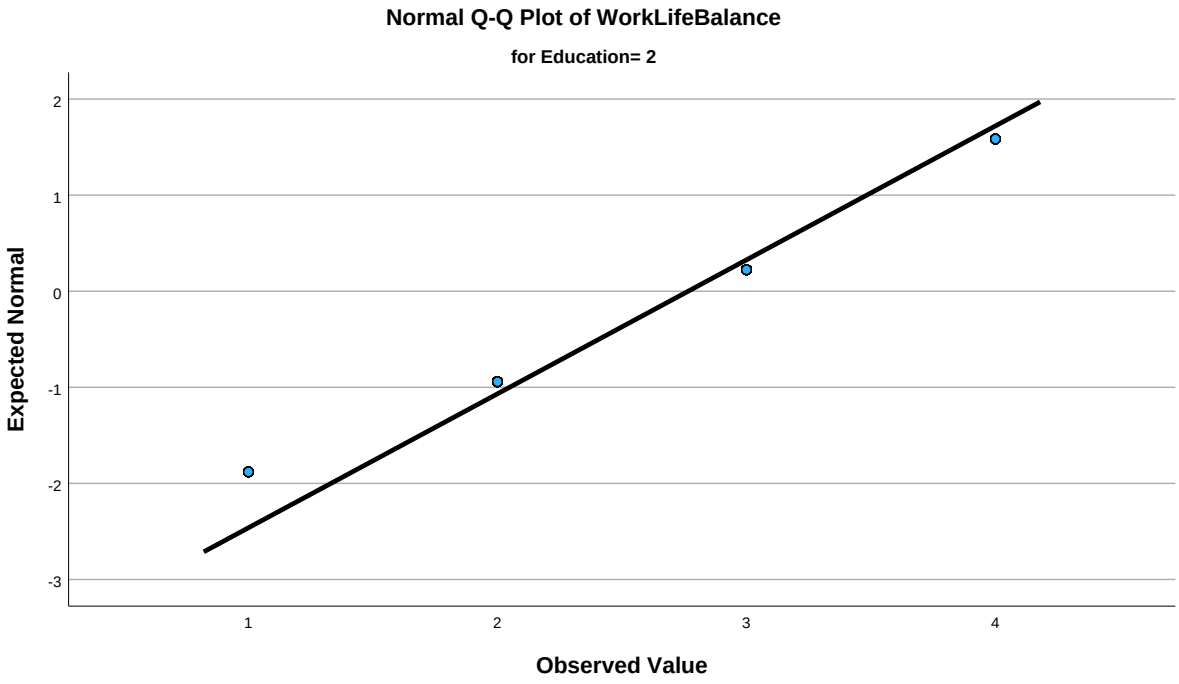

Histogram
for Education= 3
Mean = 2.73
Std. Dev. = .714
N = 572
Frequency
400
300
200
100
0
1
2
3
4
WorkLifeBalance

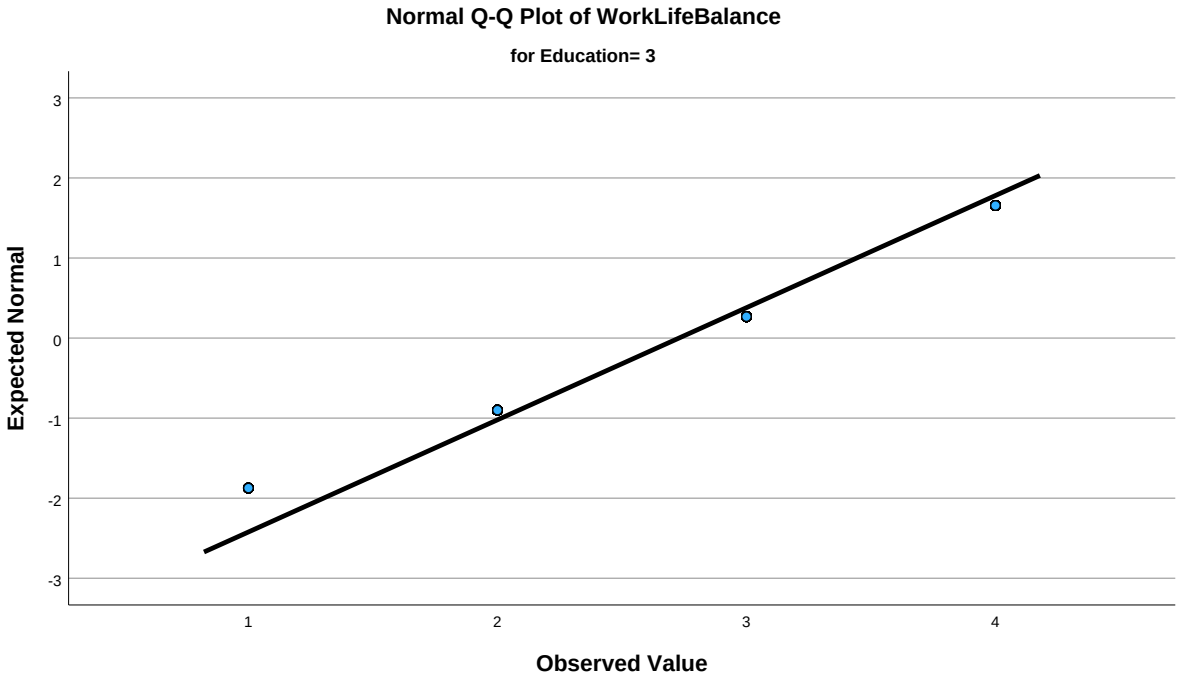

Histogram
for Education= 4
Mean = 2.79
Std. Dev. = .716
N = 398
Frequency
250
200
150
100
50
0
1
2
3
4
WorkLifeBalance

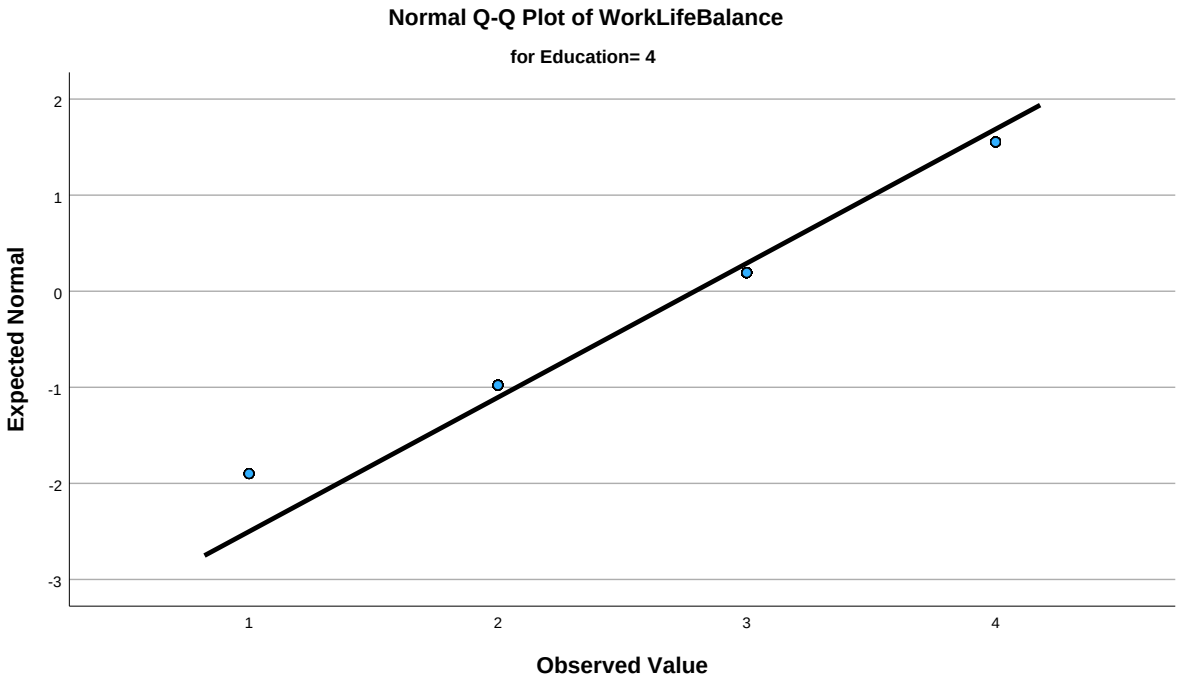


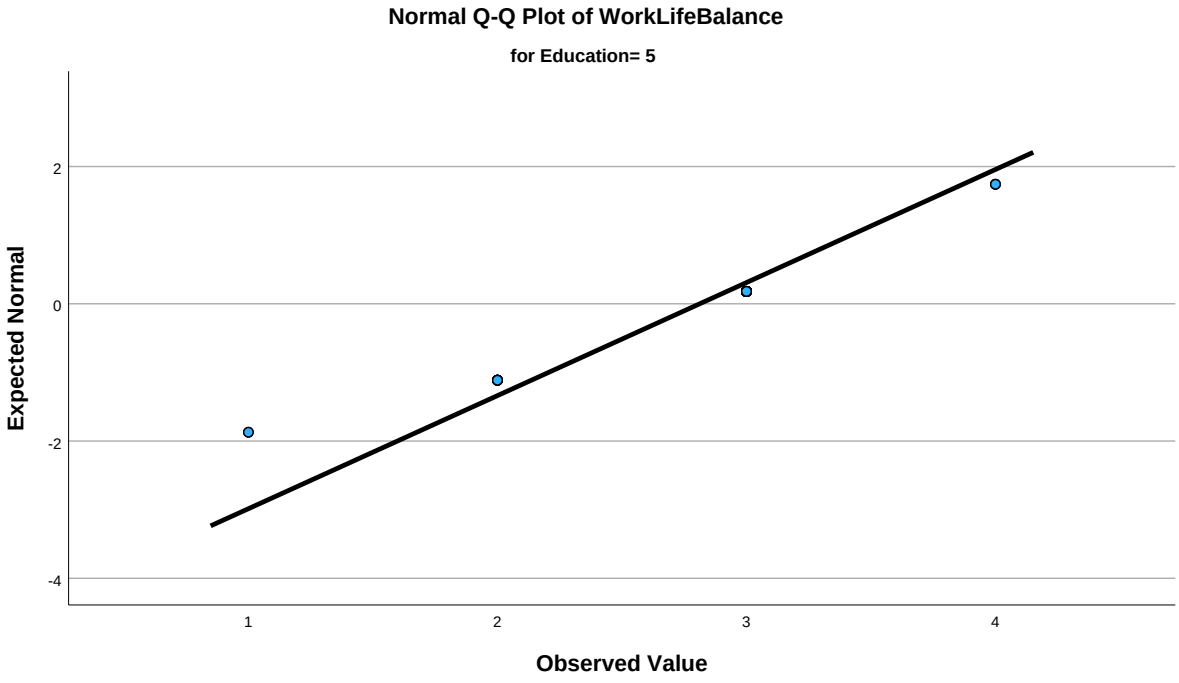
Normal Q-Q Plots



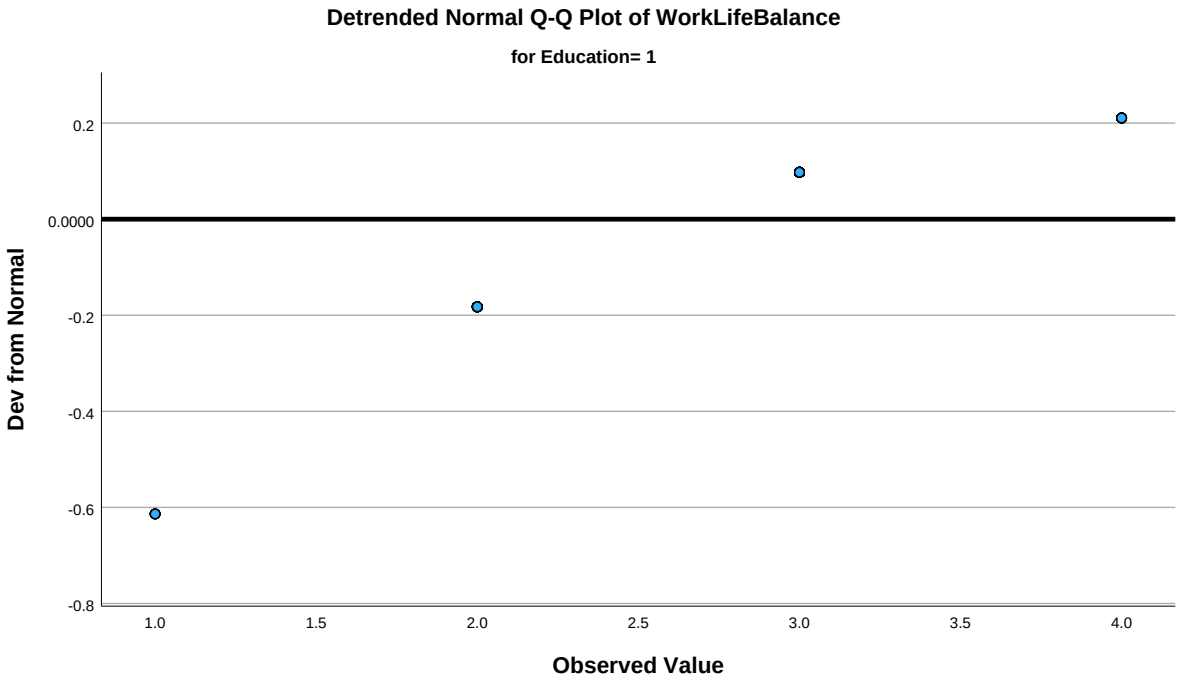

Normal Q-Q Plot of WorkLifeBalance
for Education= 2
Expected Normal
2
1
0
-1
-2
-3
1
2
3
4
Observed Value

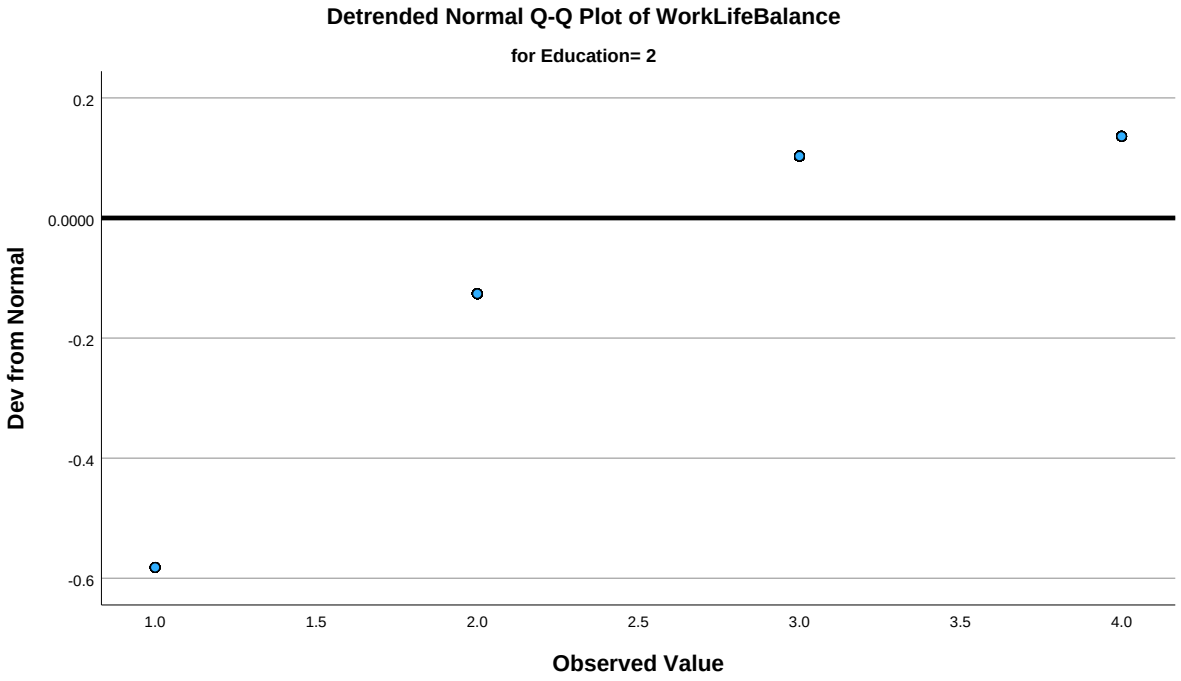

Normal Q-Q Plot of WorkLifeBalance
for Education= 3
Expected Normal
3
2
1
0
-1
-2
-3
1
2
3
4
Observed Value

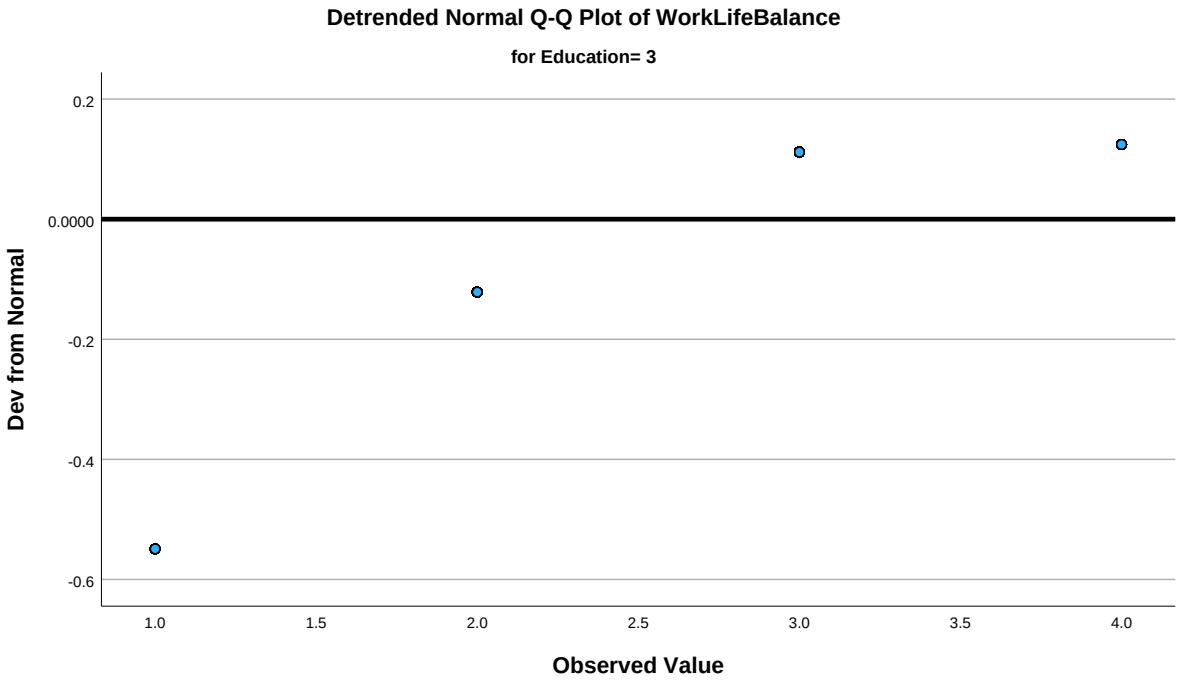


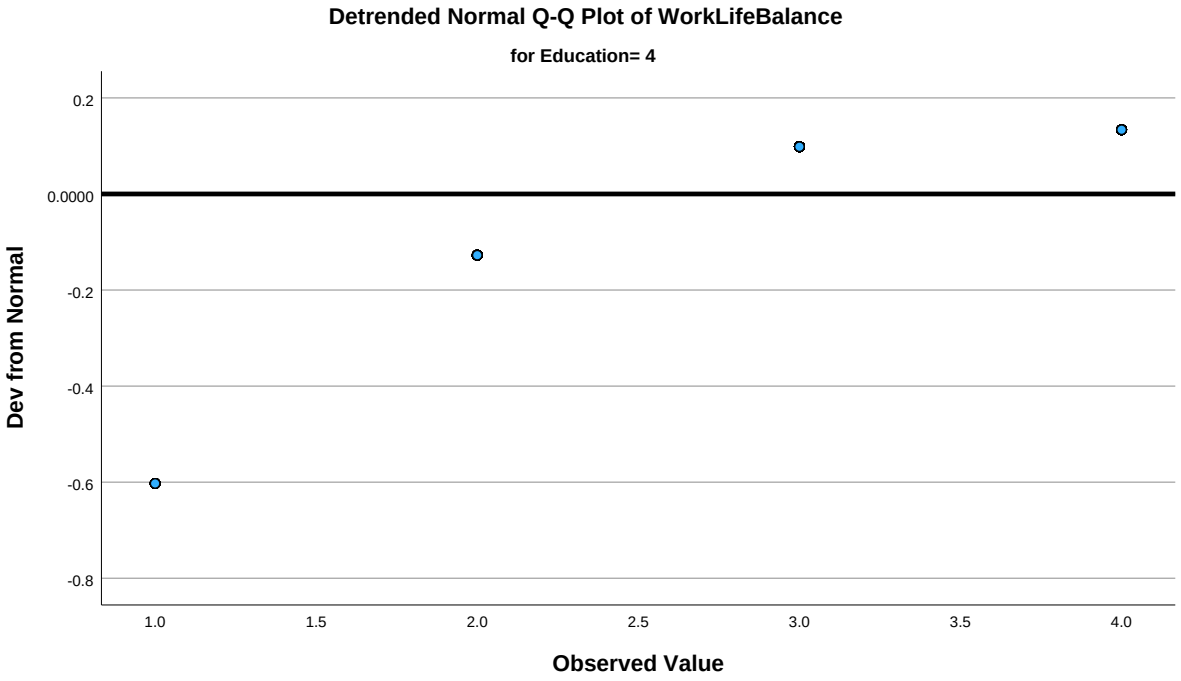


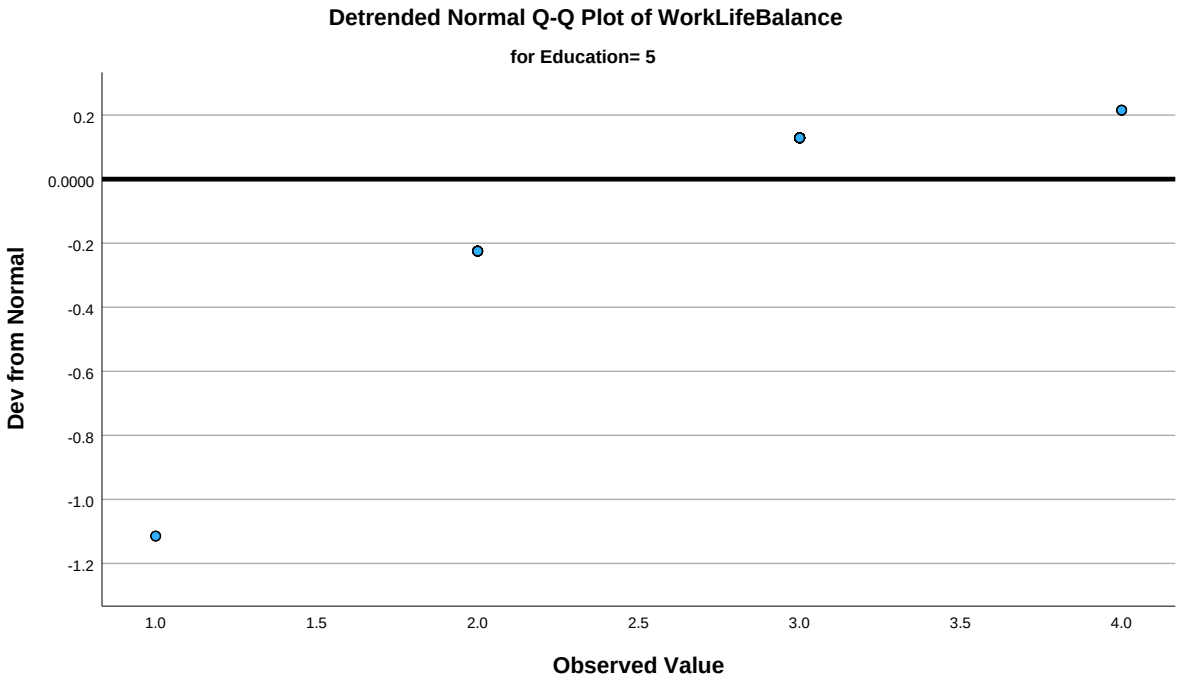
Detrended Normal Q-Q Plots

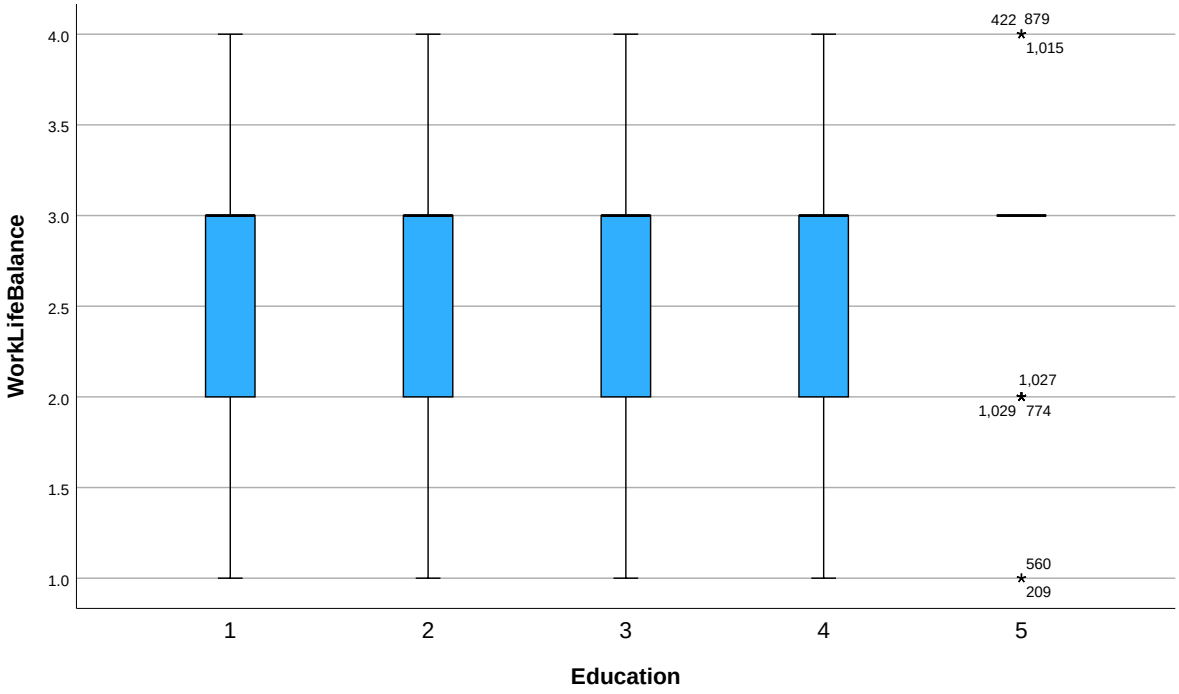

Detrended Normal Q-Q Plot of WorkLifeBalance
for Education= 1
Dev from Normal
0.2
0.0000
-0.2
-0.4
-0.6
-0.8
1.0
1.5
2.0
2.5
3.0
3.5
4.0
Observed Value


Detrended Normal Q-Q Plot of WorkLifeBalance
for Education= 2
Dev from Normal
0.2
0.0000
-0.2
-0.4
-0.6
1.0
1.5
2.0
2.5
3.0
3.5
4.0
Observed Value


Detrended Normal Q-Q Plot of WorkLifeBalance
for Education= 3
Dev from Normal
0.2
0.0000
-0.2
-0.4
-0.6
1.0
1.5
2.0
2.5
3.0
3.5
4.0
Observed Value


Detrended Normal Q-Q Plot of WorkLifeBalance
for Education= 4
Dev from Normal
0.2
0.0000
-0.2
-0.4
-0.6
-0.8
1.0
1.5
2.0
2.5
3.0
3.5
4.0
Observed Value


Detrended Normal Q-Q Plot of WorkLifeBalance
for Education= 5
Dev from Normal
0.2
0.0000
-0.2
-0.4
-0.6
-0.8
-1.0
-1.2
1.0
1.5
2.0
2.5
3.0
3.5
4.0
Observed Value


WorkLifeBalance
4.0
3.5
3.0
2.5
2.0
1.5
1.0
422
879
1,015
1,027
1,029
774
560
209
1
2
3
4
5
Education

Oneway

Notes

Output Created		19-DEC-2024 03:00:09
Comments		
Input	Active Dataset	DataSet2
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	1470
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each analysis are based on cases with no missing data for any variable in the analysis.
Syntax		ONEWAY WorkLifeBalance BY Education /ES=OVERALL /STATISTICS DESCRIPTIVES HOMOGENEITY BROWNFORSYTHE WELCH /PLOT MEANS /MISSING ANALYSIS /CRITERIA=CILEVEL (0.95) /POSTHOC=TUKEY ALPHA(0.05).
Resources	Processor Time	00:00:00.47
	Elapsed Time	00:00:00.36

Descriptives

WorkLifeBalance

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean	
					Lower Bound	Upper Bound
1	170	2.78	.668	.051	2.68	2.88
2	282	2.77	.717	.043	2.68	2.85
3	572	2.73	.714	.030	2.67	2.79
4	398	2.79	.716	.036	2.72	2.86
5	48	2.81	.607	.088	2.64	2.99
Total	1470	2.76	.706	.018	2.73	2.80

Descriptives

WorkLifeBalance

	Minimum	Maximum
1	1	4
2	1	4
3	1	4
4	1	4
5	1	4
Total	1	4

Tests of Homogeneity of Variances

		Levene Statistic	df1	df2	Sig.
WorkLifeBalance	Based on Mean	1.464	4	1465	.211
	Based on Median	.792	4	1465	.530
	Based on Median and with adjusted df	.792	4	1461.186	.530
	Based on trimmed mean	1.437	4	1465	.219

ANOVA

WorkLifeBalance

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.129	4	.282	.565	.688
Within Groups	732.061	1465	.500		
Total	733.190	1469			

ANOVA Effect Sizes[a,b]

			95% Confidence Interval	
		Point Estimate	Lower	Upper
WorkLifeBalance	Eta-squared	.002	.000	.005
	Epsilon-squared	-.001	-.003	.002
	Omega-squared Fixed-effect	-.001	-.003	.002
	Omega-squared Random-effect	.000	-.001	.001

a. Eta-squared and Epsilon-squared are estimated based on the fixed-effect model.

b. Negative but less biased estimates are retained, not rounded to zero.

Robust Tests of Equality of Means

WorkLifeBalance

	Statistic[a]	df1	df2	Sig.
Welch	.575	4	282.271	.681
Brown-Forsythe	.609	4	720.685	.656

a. Asymptotically F distributed.

Post Hoc Tests

Multiple Comparisons

Dependent Variable: WorkLifeBalance

Tukey HSD

(I) Education	(J) Education	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
1	2	.011	.069	1.000	-.18	.20
	3	.047	.062	.940	-.12	.22
	4	-.015	.065	.999	-.19	.16
	5	-.036	.116	.998	-.35	.28
2	1	-.011	.069	1.000	-.20	.18
	3	.037	.051	.952	-.10	.18
	4	-.025	.055	.991	-.18	.12
	5	-.047	.110	.993	-.35	.25
3	1	-.047	.062	.940	-.22	.12
	2	-.037	.051	.952	-.18	.10
	4	-.062	.046	.658	-.19	.06
	5	-.083	.106	.935	-.37	.21
4	1	.015	.065	.999	-.16	.19
	2	.025	.055	.991	-.12	.18
	3	.062	.046	.658	-.06	.19
	5	-.021	.108	1.000	-.32	.27
5	1	.036	.116	.998	-.28	.35
	2	.047	.110	.993	-.25	.35
	3	.083	.106	.935	-.21	.37
	4	.021	.108	1.000	-.27	.32

Homogeneous Subsets

WorkLifeBalance

Tukey HSD[a,b]

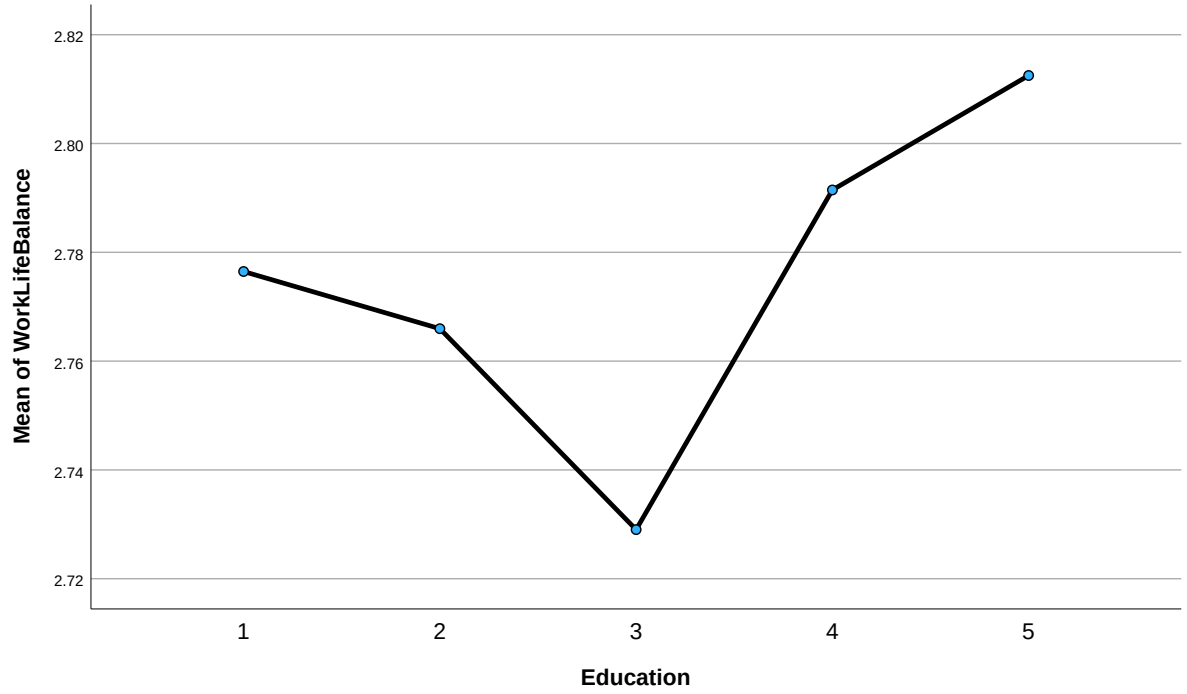
Education	N	Subset for alpha = 0.05 1
3	572	2.73
2	282	2.77
1	170	2.78
4	398	2.79
5	48	2.81
Sig.		.853

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 144.833.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Means Plots



Univariate Analysis of Variance

Notes

Output Created		19-DEC-2024 03:02:40
Comments		
Input	Active Dataset	DataSet2
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	1470
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the model.
Syntax		UNIANOVA WorkLifeBalance BY Education WITH JobSatisfaction JobLevel /METHOD=SSTYPE(3) /INTERCEPT=INCLUDE /CRITERIA=ALPHA(0.05) /DESIGN=JobSatisfaction JobLevel Education.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.03

Between-Subjects Factors

		N
Education	1	170
	2	282
	3	572
	4	398
	5	48

Tests of Between-Subjects Effects

Dependent Variable: WorkLifeBalance

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	2.473[a]	6	.412	.825	.550
Intercept	942.792	1	942.792	1887.605	<.001
JobSatisfaction	.336	1	.336	.673	.412
JobLevel	1.007	1	1.007	2.017	.156
Education	1.148	4	.287	.575	.681
Error	730.717	1463	.499		
Total	11941.000	1470			
Corrected Total	733.190	1469			

a. R Squared = .003 (Adjusted R Squared = -.001)

Univariate Analysis of Variance

Notes

Output Created		19-DEC-2024 03:04:15
Comments		
Input	Active Dataset	DataSet2
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	1470
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the model.
Syntax		UNIANOVA WorkLifeBalance BY Education WITH JobSatisfaction JobLevel /METHOD=SSTYPE(3) /INTERCEPT=INCLUDE /CRITERIA=ALPHA(0.05) /DESIGN=Education*JobSatisfaction Education*JobLevel.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.04

Between-Subjects Factors

		N
Education	1	170
	2	282
	3	572
	4	398
	5	48

Tests of Between-Subjects Effects

Dependent Variable: WorkLifeBalance

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	6.125[a]	10	.613	1.229	.267
Intercept	1039.349	1	1039.349	2085.661	<.001
Education * JobSatisfaction	4.436	5	.887	1.780	.114
Education * JobLevel	4.263	5	.853	1.711	.129
Error	727.065	1459	.498		
Total	11941.000	1470			
Corrected Total	733.190	1469			

a. R Squared = .008 (Adjusted R Squared = .002)

Univariate Analysis of Variance

Notes

Output Created		19-DEC-2024 03:05:54
Comments		
Input	Active Dataset	DataSet2
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	1470
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the model.
Syntax		UNIANOVA WorkLifeBalance BY Education WITH JobSatisfaction JobLevel /METHOD=SSTYPE(3) /INTERCEPT=INCLUDE /PRINT ETASQ DESCRIPTIVE HOMOGENEITY /CRITERIA=ALPHA(.05) /DESIGN=JobSatisfaction JobLevel Education.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.03

Between-Subjects Factors

		N
Education	1	170
	2	282
	3	572
	4	398
	5	48

Descriptive Statistics

Dependent Variable: WorkLifeBalance

Education	Mean	Std. Deviation	N
1	2.78	.668	170
2	2.77	.717	282
3	2.73	.714	572
4	2.79	.716	398
5	2.81	.607	48
Total	2.76	.706	1470

Levene's Test of Equality of Error Variances[a]

Dependent Variable: WorkLifeBalance

F	df1	df2	Sig.
1.568	4	1465	.180

Tests the null hypothesis that the error variance of the dependent variable is equal across groups.

a. Design: Intercept + JobSatisfaction + JobLevel + Education

Tests of Between-Subjects Effects

Dependent Variable: WorkLifeBalance

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	2.473[a]	6	.412	.825	.550	.003
Intercept	942.792	1	942.792	1887.605	<.001	.563
JobSatisfaction	.336	1	.336	.673	.412	.000
JobLevel	1.007	1	1.007	2.017	.156	.001
Education	1.148	4	.287	.575	.681	.002
Error	730.717	1463	.499			
Total	11941.000	1470				
Corrected Total	733.190	1469				

a. R Squared = .003 (Adjusted R Squared = -.001)