Demetrius K. Green

(To be) Proposed Research Design

Title: “*If only you knew the power of the dark side:” A within-subjects examination of basic psychological need frustration and burnout*.

Main Idea

* To investigate, parse, and quantify the within-person fluctuations and between-person variability of burnout and basic psychological need frustrations over the course of a workday using a repeated measures design and mixed-effects/multilevel modeling paradigm for enhanced statistically flexibility.

Variables

* Dependent Variable
  + Burnout: Shirom-Melamed Burnout Measure (SMBM; [Shirom & Melamed, 2005])
    - Subscales (14 total items)
      * Physical fatigue (6 items)
      * Cognitive weariness (5 items)
      * Emotional exhaustion (3 items)
    - Anchors
      * Frequency-based (vague vs. precise; see [Tong et al., 2020])
        + 1 = Never
        + 2= Very Rarely
        + 3 = Rarely
        + 4 = Occasionally
        + 5 = Frequently
* Independent Variables
  + Basic psychological need frustration: Basic Psychological Needs Thwarting Scale (PNTS; [Bartholomew et al., 2011])
    - Subscales (12 frustration items)
      * Competency frustration (4 items)
      * Autonomy frustration (4 items)
      * Relatedness frustration (4 items)
    - Anchors
      * Agreement-based
        + 1 = Strongly disagree
        + 2 = Disagree
        + 3 = Neither agree nor disagree
        + 4 = Agree
        + 5= Strongly agree
* Control & Interaction Variables (theoretical justification is vital per [Bernerth & Aguinis, 2016])
  + Meeting
    - Binary; 0-1
  + Remote worker
    - Binary; 0-1
  + Organizational/job tenure
    - Count; number of months
  + Positive & Negative Affect: Positive and Negative Affect Schedule (PANAS; [Mackinnon et al., 1999; Thompson, 2007; Watson et al., 1988])
    - Subscales (10 total items)
      * Positive affect (5 items)
      * Negative affect (5 items)
    - Anchors
      * Agreement-based
        + 1 = Not at all
        + 2 = A little
        + 3 = Moderately
        + 4 = Quite a bit
        + 5 = Extremely
  + ~~Social desirability~~: (Lanz et al., 2022) meta-analysis showed that SD scales have weak associations with bias and substantive traits)

***Note****: the researcher will need to determine what variables are time-varying and time-invariant as this will change model implementation and interpretation*

Hypotheses

* H1a: The SMBM subscales of physical fatigue, cognitive weariness, and emotional exhaustion are positively intercorrelated
* H1b: The SMBM is stable across time as demonstrated by multilevel/test-retest reliability estimates
* H2a:

Model Formulation

Research Design

* Quantitative
  + Both correlational and descriptive (i.e., non-causal)
* Population and Sampling Methodology
  + Random
  + Crowdsourced data (i.e., Prolific)
    - USA-based
    - Full-time workers (i.e., >= 30 hours per week)
    - Remote and non-remote status
    - English speaking
  + Sample size TBD but >= 500 subjects