Submission_ResourceCount

Next steps (thoughts from 8/24): Want this to be a more traditional project: DVs engagement, burnout, stress. How to operationalize IVs of resources, challenges, hindrances. May want to only count it if they somewhat agree or strongly agree. Could do a count or a sum of these values. The moderator of job type may work well in this idea.

Want to include idea of item level things in terms of agreement. decreasing bar graphs relative to SD. Maybe we just present SD or SE. Thinking on SD, but ensure we have sufficient numbers of people responding to the item. Want to get a total count.

Alicia reflection 9/1/22: It actually appears that there may be more here with the engagement variable when reviewing the correlations. Knit and reflect more on the paper with that outcome being of focus.

John-o: maybe use this as basis for another SIOP - extent to which resources and challenges are viewed similarly and also associations with engagement, burnout, etc… this operationalization is different than previous SIOP so could submit anew. Also would need a different approach to "similarity" - would need to look at item level

There were 568 retained respondents.

```
##              resource   hindrance  challenge    burnout     stress
## resource   1.00000000 0.225550803 0.86225195 0.04841544 0.05583466
## hindrance  0.22555080 1.000000000 0.22047517 0.04101639 0.08980526
## challenge  0.86225195 0.220475168 1.00000000 0.06790884 0.08057171
## burnout    0.04841544 0.041016388 0.06790884 1.00000000 0.69654076
## stress     0.05583466 0.089805265 0.08057171 0.69654076 1.00000000
## engagement 0.34225837 0.009629535 0.31087164 -0.35496125 -0.29534556
##             engagement
## resource    0.342258369
## hindrance   0.009629535
## challenge   0.310871641
## burnout    -0.354961254
## stress     -0.295345559
## engagement  1.000000000


##
## Call:
## lm(formula = engagement ~ hindrance + challenge + resource, data = data22)
##
## Residuals:
##     Min      1Q  Median      3Q     Max
## -2.40431 -0.50713  0.02842  0.55010  2.05201
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)  3.276423   0.096574  33.926  < 2e-16 ***
## hindrance   -0.004436   0.002460  -1.803 0.071918 .
## challenge    0.004175   0.004728   0.883 0.377613
```

```
## resource      0.018672   0.004868   3.836 0.000139 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.7763 on 564 degrees of freedom
## Multiple R-squared:  0.1232, Adjusted R-squared:  0.1185
## F-statistic: 26.41 on 3 and 564 DF,  p-value: 5.394e-16


##
## Call:
## lm(formula = burnout ~ hindrance + challenge + resource, data = data22)
##
## Residuals:
##      Min      1Q   Median      3Q      Max
## -2.23967 -0.64759 -0.04747  0.65173  2.10310
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)  2.895053   0.107671  26.888   <2e-16 ***
## hindrance    0.001843   0.002743   0.672    0.502
## challenge    0.006290   0.005271   1.193    0.233
## resource    -0.002843   0.005427  -0.524    0.601
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.8655 on 564 degrees of freedom
## Multiple R-squared:  0.005808,   Adjusted R-squared:  0.0005199
## F-statistic: 1.098 on 3 and 564 DF,  p-value: 0.3493


##
## Call:
## lm(formula = stress ~ hindrance + challenge + resource, data = data22)
##
## Residuals:
##     Min      1Q  Median      3Q     Max
## -1.8841 -0.8038 -0.1523  0.7164  2.5693
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)  2.383299   0.120392  19.796   <2e-16 ***
## hindrance    0.005571   0.003067   1.816   0.0698 .
## challenge    0.008445   0.005894   1.433   0.1525
## resource    -0.004687   0.006068  -0.772   0.4402
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.9678 on 564 degrees of freedom
## Multiple R-squared:  0.01299,    Adjusted R-squared:  0.007741
## F-statistic: 2.474 on 3 and 564 DF,  p-value: 0.06069
```