N = 787 (listed as completed on Qualtrics)

Variables:

**IVs**

How serious would the result usually be if you made a mistake that was not readily correctable?

How automated is your job?

# hours typically worked/week (categories)

97 Job characteristics

97 Resource ratings

97 Hindrance demands ratings

97 Challenge demands ratings

**DVs**

Burnout

Stress

Engagement

**Demographics:**

Job Title (write in)

Tenure (categories)

Gender

Age

Zip code

Idea 1:

Can we explore item groupings via factor analysis? Can we then create composite scores by meaningful dimension and associate them with our three DVs (engagement, stress, burnout)? Or use regression to make predictions about our DVs?

Idea 2: Cluster analysis of characteristics that are associated with engagement and burnout/stress.

Idea 1a:

Really rough idea path – compare the experience of people new to their roles with those who have more experience. Are the relationships we observed above (assuming there are some) moderated by job tenure? Have to think more about this, but few skills are automated when people begin a job, and so many more mental resources are needed to complete tasks/responsibilities than later on.

Visual: tenure on x axis and 2 trend lines (one for hindrance and challenge mean levels)

Idea 2:

Is the relationship between stress and burnout moderated by engagement? I didn’t do any digging to see what the literature says about this.

Could consider an even fancier model if we wanted to given the large N we have access to! 😊