|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variable | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 1. Age |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2. Gender | -.13 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3. Education | .08 | -.06 |  |  |  |  |  |  |  |  |  |  |  |  |
| 4. Hours | .11 | -.13 | .05 |  |  |  |  |  |  |  |  |  |  |  |
| 5. Pay | .21\* | -.27\*\* | .44\*\*\* | .08 |  |  |  |  |  |  |  |  |  |  |
| 6. Grit | -.31\*\* | -.03 | .19† | -.16 | .06 |  |  |  |  |  |  |  |  |  |
| 7. Passion | -.32\*\* | -.05 | .18† | -.19† | .07 | .86\*\*\* |  |  |  |  |  |  |  |  |
| 8. Perseverance | -.19† | .01 | .12 | -.06 | .02 | .80\*\*\* | .39\*\*\* |  |  |  |  |  |  |  |
| 9. External | .30\*\* | -.02 | -.08 | .04 | -.03 | -.15 | -.31\*\* | .09 |  |  |  |  |  |  |
| 10. Introjected | .15 | -.09 | .20† | -.03 | .08 | -.04 | -.18† | .14 | .59\*\*\* |  |  |  |  |  |
| 11. Identified | -.16 | -.11 | .16 | -.01 | .06 | .59\*\*\* | .37\*\*\* | .64\*\*\* | -.06 | .11 |  |  |  |  |
| 12. Intrinsic | -.16 | -.07 | .12 | -.05 | -.09 | .59\*\*\* | .44\*\*\* | .55\*\*\* | -.10 | -.01 | .73\*\*\* |  |  |  |
| 13. RAI | -.30\*\* | -.02 | .05 | -.03 | -.04 | .51\*\*\* | .50\*\*\* | .34\*\*\* | -.70\*\*\* | -.60\*\*\* | .60\*\*\* | .69\*\*\* |  |  |
| 14. Burnout | .10 | -.02 | -.16 | .09 | .07 | -.56\*\*\* | -.50\*\*\* | -.42\*\*\* | .25\* | .13 | -.44\*\*\* | -.61\*\*\* | -.55\*\*\* |  |
| M | 17.28 | 1.24 | 5.00 | 5.21 | 7.79 | 2.36 | 2.73 | 1.99 | 2.66 | 2.06 | 1.70 | 2.00 | 2.75 | 3.32 |
| SD | 7.39 | 0.43 | 1.13 | 0.54 | 2.78 | 0.55 | 0.71 | 0.61 | 0.84 | 0.79 | 0.62 | 0.87 | 0.51 | 1.07 |
| n | 97 | 95 | 97 | 97 | 97 | 97 | 97 | 97 | 97 | 97 | 97 | 97 | 97 | 97 |

|  |  |  |  |
| --- | --- | --- | --- |
|  | | | |
|  | *Dependent variable:* | | |
|  |  | | |
|  | Burnout | | |
|  | (1) | (2) | (3) |
|  | | | |
| Age | 0.011 | -0.025† | -0.027\* |
|  | (0.015) | (0.013) | (0.013) |
|  |  |  |  |
| Gender | 0.075 | -0.048 | -0.049 |
|  | (0.265) | (0.207) | (0.207) |
|  |  |  |  |
| Education | -0.249\* | -0.136 | -0.137 |
|  | (0.107) | (0.085) | (0.085) |
|  |  |  |  |
| Hours | 0.173 | 0.048 | 0.030 |
|  | (0.202) | (0.160) | (0.161) |
|  |  |  |  |
| Pay | 0.068 | 0.068† | 0.073\* |
|  | (0.046) | (0.036) | (0.036) |
|  |  |  |  |
| Grit |  | -0.744\*\*\* | -0.804\*\*\* |
|  |  | (0.188) | (0.198) |
|  |  |  |  |
| RAI |  | -0.813\*\*\* | -0.817\*\*\* |
|  |  | (0.197) | (0.197) |
|  |  |  |  |
| Grit:RAI |  |  | 0.281 |
|  |  |  | (0.295) |
|  |  |  |  |
| Constant | 2.828\* | 3.703\*\*\* | 3.771\*\*\* |
|  | (1.242) | (0.976) | (0.979) |
|  |  |  |  |
|  | | | |
| Observations | 95 | 95 | 95 |
| R2 | 0.076 | 0.452 | 0.458 |
| Adjusted R2 | 0.024 | 0.408 | 0.408 |
| Residual Std. Error | 1.052 (df = 89) | 0.820 (df = 87) | 0.820 (df = 86) |
| F Statistic | 1.466 (df = 5; 89) | 10.267\*\*\* (df = 7; 87) | 9.087\*\*\* (df = 8; 86) |
|  | | | |
| *Note:* | †*p*<.10;  \**p*<.05; \*\**p*<.01; \*\*\**p*<.001 | | |