

## NPar Tests

### Descriptive Statistics (Germany)

	N	Mean	Std. Deviation	Minimum	Maximum
Full appreciation of work done	50	3.26	2.184	1	11
Feeling of being part of decision-making	50	4.34	2.789	1	11
Sympathetic help with personal problems	50	9.96	1.761	2	11
Job security	50	6.66	3.088	1	11
Good wages	50	5.86	2.259	1	11
Interesting work	50	3.18	2.345	1	10
Promotion and growth in the organization	50	4.50	2.750	1	10
Best available job	50	7.64	2.538	2	11
Personal or company loyalty to employees	50	7.04	2.695	2	11
Good working conditions	50	6.58	2.459	2	11
Work-life balance	50	6.98	2.575	1	11

## Friedman Test (Germany)

### Ranks

	Mean Rank
Full appreciation of work done	3.26
Feeling of being part of decision-making	4.34
Sympathetic help with personal problems	9.96
Job security	6.66
Good wages	5.86
Interesting work	3.18
Promotion and growth in the organization	4.50
Best available job	7.64
Personal or company loyalty to employees	7.04
Good working conditions	6.58
Work-life balance	6.98

### Test Statistics<sup>a</sup>

N	50
Chi-Square	189.411
df	10
Asymp. Sig.	<.001

a. Friedman Test

### Descriptive Statistics (Ukraine)

	N	Mean	Std. Deviation	Minimum	Maximum
Full appreciation of work done	50	5.02	2.470	1	11
Feeling of being part of decision-making	50	5.92	2.940	1	11
Sympathetic help with personal problems	50	8.78	2.636	2	11
Job security	50	5.68	3.371	1	11
Good wages	50	4.34	2.738	1	11
Interesting work	50	3.42	2.100	1	8
Promotion and growth in the organization	50	6.18	2.883	1	11
Best available job	50	8.52	2.644	2	11
Personal or company loyalty to employees	50	7.32	2.403	1	11
Good working conditions	50	4.76	2.745	1	11
Work-life balance	50	6.04	3.175	1	11

## Friedman Test (Ukraine)

### Ranks

	Mean Rank
Full appreciation of work done	5.02
Feeling of being part of decision-making	5.92
Sympathetic help with personal problems	8.78
Job security	5.69
Good wages	4.34
Interesting work	3.42
Promotion and growth in the organization	6.18
Best available job	8.53
Personal or company loyalty to employees	7.32
Good working conditions	4.76
Work-life balance	6.04

### Test Statistics<sup>a</sup>

N	50
Chi-Square	126.912
df	10
Asymp. Sig.	<.001

a. Friedman Test