

Analysis Report

This report is structured as follow.

Contents

SAMPLE REPORT - Rafael Data Analysis Portfolio

Sample weighting

Cell-based weighting was applied to the dataset in order to reflect the sociodemographics of the population and be representative. The following table shows the proportion of generations and genders for the population and for the sample.

	Population		Sample	
	Female	Male	Female	Male
Generation Z	11.99%	13.83%	21.69%	11.34%
Generation Y	15.81%	17.71%	19.79%	13.16%
Generation X	19.20%	21.47%	21.89%	12.13%

The imbalances were corrected by dividing the population proportion by the sample proportion. This number was used as weights on each respective case in the sample.

Sample Characterization

Before proceeding to the test of hypotheses, descriptive statistics of the sample were generated. The next table shows the counts and frequencies of each categorical variables present in the dataset, both for the unweighted and the weighted sample.

		Count	%	Count	%
		(unweighted)	(unweighted)	(weighted)	(weighted)
Generational Cohort	Generation X	861	34.0%	1029	40.7%
	Generation Y	834	33.0%	848	33.5%
	Generation Z	836	33.0%	653	25.8%
Gender	Female	1604	63.4%	1190	47.0%
	Male	927	36.6%	1341	53.0%
Location	Eg bógvi ikki í Føroyum	132	5.2%	113	4.5%
	Eysturoy	619	24.5%	626	24.7%
	Norðuroyggjum	245	9.7%	240	9.5%
	Sandoy (fevnir eisini um : Hest, Koltur, Skúvoy og Stóra Dímun)	36	1.4%	39	1.5%
	Streymoy - Tórshavnarøkið (fevnir um : Tórshavn, Argir, Hoyvík og Hvítanes)	996	39.4%	1019	40.3%
	Streymoy, uttanfyri Tórshavnarøkið	218	8.6%	217	8.6%
	Suðuroy	118	4.7%	118	4.7%
	Vágoy (fevnir eisini um : Mykines)	167	6.6%	159	6.3%
	Father's education				
	High school	95	3.8%	86	3.4%
	I do not know	95	3.8%	83	3.3%
	Longer higher education (4+ years)	420	16.6%	429	16.9%
	Middle higher education (2-4 years)	698	27.6%	682	26.9%
	None	111	4.4%	117	4.6%
	Other	50	2.0%	57	2.2%
Mother's education	Primary school	356	14.1%	363	14.3%
	Short higher education (1-2 years)	230	9.1%	237	9.4%
	Vocational education	476	18.8%	478	18.9%
	High school	160	6.3%	158	6.3%
	I do not know	67	2.6%	66	2.6%

		Count	%	Count	%
		(unweighted)	(unweighted)	(weighted)	(weighted)
	Longer higher education (4+ years)	238	9.4%	218	8.6%
	Middle higher education (2-4 years)	642	25.4%	606	24.0%
	None	211	8.3%	228	9.0%
	Other	29	1.1%	30	1.2%
	Primary school	695	27.5%	740	29.2%
	Short higher education (1-2 years)	270	10.7%	264	10.4%
	Vocational education	219	8.7%	220	8.7%
	Center	362	14.3%	390	15.4%
	I do not know	316	12.5%	305	12.0%
	Left	1022	40.4%	964	38.1%
Political ideology	Right	831	32.8%	873	34.5%
Political oriantation	Fólkaflokkinn	369	14.6%	400	15.8%
	Framsókn	235	9.3%	256	10.1%
	I do not know	316	12.5%	305	12.0%
	Javnaðarflokkinn	644	25.4%	591	23.4%
Occupation	Miðflokkinn	103	4.1%	106	4.2%
	Sambandsflokkinn	462	18.3%	473	18.7%
	Sjálvstýri	24	0.9%	27	1.1%
	Tjóðveldi	378	14.9%	373	14.7%
	Apprentice	109	4.3%	103	4.1%
	Maternity / paternity leave	57	2.3%	40	1.6%
	Other arrangement	38	1.5%	41	1.6%
	Retired	13	0.5%	15	0.6%
	Self-employed	84	3.3%	111	4.4%
	Sick leave	23	0.9%	21	0.8%
Job structure	Stay at home parent	4	0.2%	3	0.1%
	Student	176	7.0%	146	5.8%
	Student and working	277	10.9%	209	8.3%
	Unemployed	17	0.7%	19	0.7%
	Work	1733	68.5%	1823	72.0%
	Currently unemployed	141	5.6%	122	4.8%
	Full-time, permanent employment	1210	47.8%	1360	53.8%
	Half time, permanent employment	77	3.0%	66	2.6%
	Hourly wage	660	26.1%	566	22.4%
	Nevver been employed	3	0.1%	2	0.1%
	Other arrangement	81	3.2%	81	3.2%

		Count	%	Count	%
		(unweighted)	(unweighted)	(weighted)	(weighted)
Industry	Self-employed	76	3.0%	96	3.8%
	Three-quarter time, permanent employment	283	11.2%	238	9.4%
	Construction industry and manufacturing.	239	9.5%	311	12.3%
	Eg veit ekki	53	2.1%	49	1.9%
	Fisheries and raw material processing.	230	9.1%	267	10.5%
	Private service industries.	905	35.8%	854	33.8%
	Public service industries.	1100	43.5%	1046	41.4%

Descriptive Statistics

The following tables show the frequency of responses to the questions that had Likert-type scales. The majority of the sample answered either 'Willing' or 'Very Willing' to the first three questions.

		Column N	
		Count	%
How flexible are you in adapting your workday to consider: - Environment	Very Unwilling	14	0.6%
	Unwilling	41	1.6%
	Neither willing nore unwilling	354	14.0%
	Willing	1058	41.8%
	Very Willing	1037	41.0%
	Missing	27	1.1%
How flexible are you in adapting your workday to consider: Green Solutions	Very Unwilling	55	2.2%
	Unwilling	126	5.0%
	Neither willing nore unwilling	705	27.8%
	Willing	959	37.9%
	Very Willing	659	26.0%
	Missing	26	1.0%
How flexible are you in adapting your workday to consider: - Well-being in the workplace?	Very Unwilling	8	0.3%
	Unwilling	18	0.7%
	Neither willing nore unwilling	161	6.4%
	Willing	851	33.6%

		Column N	
		Count	%
How do you agree with this statement? - The Faroese labor market is diverse and exciting	Very Willing	1466	57.9%
	Missing	28	1.1%
	Strongly Disagree	70	2.8%
	Disagree	233	9.2%
	Neither agree nor disagree	951	37.6%
	Agree	916	36.2%
	Strongly Agree	181	7.2%
How do you agree with this statement? - I have a job that I enjoy	Missing	180	7.1%
	Strongly Disagree	29	1.2%
	Disagree	77	3.0%
	Neither agree nor disagree	326	12.9%
	Agree	926	36.6%
	Strongly Agree	1047	41.4%
	Missing	125	4.9%
How do you agree with this statement? - I have a job that I learn and grow from.	Strongly Disagree	41	1.6%
	Disagree	115	4.6%
	Neither agree nor disagree	420	16.6%
	Agree	1075	42.5%
	Strongly Agree	749	29.6%
	Missing	131	5.2%
	Strongly Disagree	146	5.8%
How do you agree with this statement? - I have a job with a salary that I can live of	Disagree	294	11.6%
	Neither agree nor disagree	684	27.0%
	Agree	859	33.9%
	Strongly Agree	418	16.5%
	Missing	130	5.1%
	Strongly Disagree	342	13.5%
	Disagree	674	26.6%
How do you agree with this statement? - I believe that the wage level in the Faroe Islands is suitable.	Neither agree nor disagree	858	33.9%
	Agree	444	17.5%
	Strongly Agree	65	2.6%
	Missing	149	5.9%

Next, the means and standard deviations of the scores to each work value were calculated and are presented below. The number of missing responses is also shown. The highest mean ($M = 3.904$) was observed for Social(1).

	Mean	Standard Deviation	Missing
Intrinsic (1)	2.737	1.137	100
Extrinsic (1)	2.246	1.301	588
Altruistic (1)	3.354	1.054	20
Social (1)	3.904	1.395	34
Intrinsic (2)	2.575	1.272	323
Extrinsic (2)	2.441	1.259	324
Altruistic (2)	3.142	1.390	169
Social (2)	3.659	1.673	154

Next table shows the same numbers, but disaggregated by generations to allow a comparative perspective. Generation Z shows lower scores for Intrinsic(1), Altruistic(1), Intrinsic(2) and Extrinsic(2).

	Generational Cohort					
	Generation X		Generation Y		Generation Z	
	Mean	Standard Deviation	Mean	Standard Deviation	Mean	Standard Deviation
Intrinsic (1)	2.746	1.125	2.793	1.155	2.650	1.128
Extrinsic (1)	1.900	1.045	2.341	1.353	2.554	1.419
Altruistic (1)	3.442	1.051	3.348	1.030	3.226	1.079
Social (1)	3.922	1.378	3.992	1.421	3.762	1.378
Intrinsic (2)	2.563	1.254	2.674	1.320	2.459	1.225
Extrinsic (2)	2.384	1.200	2.588	1.340	2.333	1.223
Altruistic (2)	2.982	1.345	3.284	1.419	3.214	1.400
Social (2)	3.461	1.603	3.851	1.718	3.721	1.693

The comparison of the measures of work values

To evaluate if the different collection methods of work values generated significantly different scores, a paired-samples T-test was conducted for each pair of values and the results are shown below.

Paired Samples Statistics

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	Intrinsic (1)	2.82	2144	1.129	.024
	Intrinsic (2)	2.59	2144	1.274	.028
Pair 2	Extrinsic (1)	2.30	1723	1.319	.032
	Extrinsic (2)	2.52	1723	1.267	.031
Pair 3	Altruistic (1)	3.41	2344	1.029	.021
	Altruistic (2)	3.15	2344	1.386	.029
Pair 4	Social (1)	3.97	2364	1.357	.028
	Social (2)	3.67	2364	1.670	.034

P-values (Sig. Column) were all significant ($p < 0.001$), meaning the average scores can be considered statistically significant. A point to note is that since sample size is very large, small numeric differences are already captured as being statistically significant.

Paired Samples Test

		Paired Differences							
				Std.	95% Confidence				
			Std.	Error	Interval of the				Sig. (2-
		Mean	Deviation	Mean	Difference		t	df	tailed)
Pair					Lower	Upper			
1	Intrinsic (1) -	.223	1.496	.032	.160	.287	6.909	2143	.000
	Intrinsic (2)								
2	Extrinsic (1) -	-.219	1.595	.038	-.294	-.143	-	1722	.000
	Extrinsic (2)						5.692		
3	Altruistic (1) -	.261	1.625	.034	.195	.327	7.768	2343	.000
	Altruistic (2)								
4	Social (1) -	.300	1.935	.040	.222	.378	7.532	2363	.000
	Social (2)								

Statistical Comparisons

Next, crosstabulations were generated to evaluate if different attributes (e.g. generations) have any impact/effect on the work values. Crosstabulations are used when the researcher wishes to explore the relationship between two variables using a tabular format. Statistical tests can be used to either compare frequencies (when variables are categorical) or mean scores (when one variable is measured in a continuous manner) (Pallant, 2010).

The tables below show mean scores of work values, along with the results of ANOVAs. These are appropriate tests to test if there are significant differences among mean scores. A large F-statistic indicates that there is more variability between the groups (caused by the independent variable) than there is within each group. A significant test ($p < 0.05$) indicates that we can reject the null hypothesis, which states that the population means are equal. In other words, one may conclude that the mean scores are different among the groups being compared (with 95% confidence). The test does not, however, tell us which of the groups differ. For this we need to conduct post-hoc tests (Pallant, 2010). Post-hoc tests were conducted in the form of pairwise tests of equality of means. APA-subscript letters are used to denote which groups are statistically different at the 95% confidence level. If two values are significantly different within a single column, those values display different subscript letters. For example, Intrinsic(1) values are not different among generations (they all share the 'a' subscript). Whereas all generations differ when looking at Extrinsic(1) scores (the subscript letters are different). For Altruistic(1) scores, Generation X shows significantly higher scores compared only to Generation Z (Generation Y shares equal subscript letters to the other two generations – 'a,b'). Another example of significant differences is shown by Father's education, which has a significant effect on 'Intrinsic(1)' values ($F = 3.306$, $p = 0.001$).

		Intrinsic (1)	F	p	Extrinsic (1)	F	p	Altruistic (1)	F	p	Social (1)	F	p
Generational Cohort	Generation X	2.746a			1.900a			3.442a			3.922a.b		
	Generation Y	2.793a	2.877	0.056	2.341b	44.224	0.000	3.348a.b	8.359	0.000	3.992a	5.104	0.006
	Generation Z	2.650a			2.554c			3.226b			3.762b		
Gender	Female	2.727a			1.982a			3.410a			4.118a		
	Male	2.745a	0.162	0.688	2.460b	67.095	0.000	3.305b	6.198	0.013	3.715b	52.900	0.000
Location	Eg búgvi ikki í Føroyum	2.932a			2.294a			3.242a			3.977a		
	Eysturoy	2.694a			2.275a			3.357a			3.911a		
	Norðuroyggjum	2.601a			2.155a			3.342a			4.071a		
	Sandoy (fevnir eisini um : Hest, Koltur, Skúvoy og Stóra Dímun)	2.768a			2.122a			3.291a			3.588a		
	Streymoy - Tórshavnarøkið (fevnir um : Tórshavn, Argir, Hoyvík og Hvítanes)	2.752a	1.883	0.068	2.239a	0.426	0.887	3.388a	0.790	0.596	3.870a	0.963	0.457
	Streymoy, uttanfyri Tórshavnarøkið	2.820a			2.190a			3.289a			3.924a		
	Suðuroy	2.568a			2.385a			3.229a			3.825a		
	Vágoy (fevnir eisini um : Mykines)	2.868a			2.282a			3.420a			3.895a		
Father's education	High school	2.545a.b			2.518a			3.217a			4.075a		
	I do not know	2.414a.b			2.519a			3.258a			3.714a		
	Longer higher education (4+ years)	2.838a			2.355a			3.370a			3.889a		
	Middle higher education (2-4 years)	2.797a			2.274a			3.398a			3.895a		
	None	2.797a.b	3.306	0.001	2.087a	1.883	0.059	3.260a	0.936	0.485	3.959a	1.123	0.344
	Other	2.918a.b			2.390a			3.542a			3.865a		
	Primary school	2.546b			2.118a			3.341a			4.057a		
	Short higher education (1-2 years)	2.701a.b			2.193a			3.276a			3.867a		
	Vocational education	2.775a.b			2.166a			3.369a			3.827a		
Mother's education	High school	2.672a			2.296a			3.185a.b			4.023a		
	I do not know	2.823a			2.494a			2.914a			3.569a		
	Longer higher education (4+ years)	2.849a			2.318a			3.384a.b			3.770a		
	Middle higher education (2-4 years)	2.832a			2.321a			3.400b			3.819a		
	None	2.679a	1.490	0.156	2.060a	1.394	0.194	3.245a.b	2.810	0.004	3.920a	2.470	0.012
	Other	2.829a			2.434a			3.418a.b			3.351a		
	Primary school	2.658a			2.159a			3.410b.c			4.020a		
	Short higher education (1-2 years)	2.745a			2.241a			3.401b.d			3.975a		
	Vocational education	2.669a			2.299a			3.313a.b			3.876a		

Note: Values in the same column and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column means. Cells with no subscript are not included in the test. Tests assume equal variances.

		Intrinsic (1)	F	p	Extrinsic (1)	F	p	Altruistic (1)	F	p	Social (1)	F	p
Political ideology	Center	2.798a			2.363a			3.299a			3.777a		
	I do not know	2.826a			2.280a			3.295a			3.841a		
	Left	2.798a	5.264	0.001	2.144a	2.556	0.054	3.432a	2.858	0.036	3.924a	1.827	0.140
	Right	2.612b			2.289a			3.314a			3.961a		
Political oriantation	Fólkaflokkinn	2.616a			2.364a			3.275a			3.892a		
	Framsókn	2.790a.b			2.354a			3.350a			3.704a		
	I do not know	2.826a.b			2.280a			3.295a			3.841a		
	Javnaðarflokkinn	2.734a.b			2.151a			3.414a			4.028a		
	Miðflokkinn	2.795a.b	2.945	0.004	2.241a	1.926	0.062	3.106a	2.281	0.026	3.988a	2.730	0.008
	Sambandsflokkinn	2.608a			2.223a			3.347a			4.019a		
	Sjálvstýri	2.878a.b			2.853a			3.563a			3.648a		
	Tjóðveldi	2.899b			2.133a			3.462a			3.758a		
Occupation	Apprentice	2.775a.b			2.444a			3.228a.b			3.763a		
	Maternity / paternity leave	2.761a.b			2.011a			3.259a.b			4.285a		
	Other arrangement	2.952a.b			2.372a			2.997a.b			3.343a		
	Retired	3.143a.b			1.911a			3.321a.b			3.799a		
	Self-employed	3.133a			2.093a			2.935a			3.619a		
	Sick leave	2.879a.b	2.214	0.015	2.393a	1.893	0.042	3.572a.b	2.922	0.001	4.321a	2.627	0.004
	Stay at home parent	1.725a.b			1.796a			3.000a.b			5.204a		
	Student	2.631b			2.373a			3.329a.b			3.971a		
	Student and working	2.704a.b			2.545a			3.340a.b			3.765a		
	Unemployed	2.972a.b			2.510a			3.218a.b			4.480a		
	Work	2.712b.c			2.195a			3.401b			3.932a		
Job structure	Currently unemployed	2.749a.d.e			2.421a.b			3.156a.c.e			4.220a.c		
	Full-time, permanent employment	2.747a.b			2.218a			3.446a.b			3.885a.b		
	Half time, permanent employment	2.856a.d.e			1.857a.c			3.200a.c.e			4.176a.b.c		
	Hourly wage	2.621a.c			2.498b			3.225c.e			3.791a.b		
	Nevver been employed	1.476a.d.e	3.797	0.000	4.064a.b.c	8.409	0.000	2.762a.c.e	5.510	0.000	3.238a.b.c	4.819	0.000
	Other arrangement	3.025a.d.e			2.215a.b.c			3.379a.c.e			3.926a.b.c		
	Self-employed	3.138d			2.149a.b.c			2.979c.d			3.484b		
	Three-quarter time, permanent employment	2.668b.c.e			1.687c			3.425b.e			4.216c		
Industry	Construction industry and manufacturing.	2.749a.b			2.509a.b			3.097a			3.850a		
	Eg veit ekki	2.532a.b			2.301a.b.c			3.263a.b.c			4.082a		
	Fisheries and raw material processing.	2.514a	5.424	0.000	2.632a	18.874	0.000	3.282a.b	9.951	0.000	3.794a	0.917	0.453
	Private service industries.	2.683a			2.323b			3.313b			3.903a		
	Public service industries.	2.841b			1.940c			3.492c			3.943a		

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column means. Cells with no subscript are not included in the test. Tests assume equal variances.

		Intrinsic (2)	F	p	Extrinsic (2)	F	p	Altruistic (2)	F	p	Social (2)	F	p
Generational Cohort	Generation X	2.563a.b			2.384a			2.982a			3.461a		
	Generation Y	2.674a	4.681	0.009	2.588b	8.129	0.000	3.284b	11.476	0.000	3.851b	12.594	0.000
	Generation Z	2.459b			2.333a			3.214b			3.721b		
Gender	Female	2.591a			2.241a			3.306a			3.821a		
	Male	2.560a	0.316	0.574	2.608b	47.480	0.000	2.997b	29.419	0.000	3.514b	20.037	0.000
Location	Eg búgvi ikki í Føroyum	2.664a			2.266a			3.559a			3.828a		
	Eysturoy	2.482a			2.450a			3.080b			3.649a		
	Norðuroyggjum	2.478a			2.395a			2.996b			3.712a		
	Sandoy (fevnir eisini um : Hest, Koltur, Skúvoy og Stóra Dímun)	2.607a			2.417a			2.932a.b			3.928a		
	Streymoy - Tórshavnarøkið (fevnir um : Tórshavn, Argir, Hoyvík og Hvítanes)	2.695a	2.629	0.011	2.477a	0.790	0.596	3.180a.b	2.565	0.012	3.670a	0.779	0.605
	Streymoy, uttanfyri Tórshavnarøkið	2.550a			2.392a			3.186a.b			3.647a		
	Suðuroy	2.301a			2.298a			2.934b			3.394a		
	Vágoy (fevnir eisini um : Mykines)	2.460a			2.545a			3.207a.b			3.573a		
Father's education	High school	2.537a			2.242a			3.226a			3.401a		
	I do not know	2.244a			2.381a			3.088a			3.735a		
	Longer higher education (4+ years)	2.696a			2.608a			3.181a			3.549a		
	Middle higher education (2-4 years)	2.629a			2.460a			3.198a			3.806a		
	None	2.441a	1.629	0.111	2.349a	1.391	0.195	3.169a	0.612	0.768	3.739a	1.384	0.198
	Other	2.356a			2.342a			2.899a			3.465a		
	Primary school	2.591a			2.401a			3.110a			3.639a		
	Short higher education (1-2 years)	2.547a			2.368a			3.139a			3.693a		
	Vocational education	2.505a			2.407a			3.068a			3.576a		
Mother's education	High school	2.420a.b			2.470a			3.091a			3.770a		
	I do not know	2.258a.b			2.401a			3.177a			3.696a		
	Longer higher education (4+ years)	2.462a.b			2.532a			3.224a			3.623a		
	Middle higher education (2-4 years)	2.692a			2.530a			3.306a			3.768a		
	None	2.344b	2.653	0.007	2.311a	0.974	0.454	2.955a	2.088	0.034	3.473a	1.287	0.245
	Other	2.670a.b			2.519a			2.908a			3.061a		
	Primary school	2.569a.b			2.381a			3.114a			3.620a		
	Short higher education (1-2 years)	2.620a.b			2.461a			2.996a			3.717a		
	Vocational education	2.726a.b			2.382a			3.130a			3.641a		

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column means. Cells with no subscript are not included in the test. Tests assume equal variances.

		Intrinsic (2)	F	p	Extrinsic (2)	F	p	Altruistic (2)	F	p	Social (2)	F	p
Political ideology	Center	2.675a			2.655a			3.216a			3.596a		
	I do not know	2.476a.b			2.343b			3.164a			3.770a		
	Left	2.675a	5.646	0.001	2.379b	4.477	0.004	3.176a	1.370	0.250	3.707a	1.256	0.288
	Right	2.445b			2.449a.b			3.065a			3.593a		
Political oriantation	Fólkaflakkin	2.458a			2.603a.b			3.019a			3.464a		
	Framsókn	2.757a.b			2.737a			3.279a			3.586a		
	I do not know	2.476a.b			2.343b.c			3.164a			3.770a		
	Javnaðarflakkin	2.619a.b			2.309c			3.171a			3.755a		
	Miðflakkin	2.519a.b	3.207	0.002	2.507a.b.c	4.278	0.000	3.135a	0.953	0.464	3.581a	1.306	0.243
	Sambandsflakkin	2.434a			2.325b.c.d			3.103a			3.698a		
	Sjálvstýri	2.492a.b			2.407a.b.c			2.923a			3.765a		
	Tjóðveldi	2.762b			2.488a.b.c			3.183a			3.631a		
Occupation	Apprentice	2.516a			2.370a			3.249a			3.844a		
	Maternity / paternity leave	2.206a			2.212a			3.232a.b			3.708a.b		
	Other arrangement	2.791a			2.395a			3.200a.b			3.839a.b		
	Retired	2.378a			2.418a			3.105a.b			3.277a.b		
	Self-employed	2.675a			2.617a			2.474b			2.890b		
	Sick leave	2.618a	0.688	0.737	2.514a	0.726	0.701	3.380a.b	3.279	0.000	3.844a.b	3.088	0.001
	Stay at home parent	3.102a			2.653a			4.377a.b			5.449a.b		
	Student	2.675a			2.390a			3.428a			3.879a		
	Student and working	2.503a			2.277a			3.172a			3.728a		
	Unemployed	2.588a			2.622a			3.379a.b			3.525a.b		
	Work	2.576a			2.459a			3.138a			3.663a		
Job structure	Currently unemployed	2.607a.b			2.465a.b			3.433a.b			3.922a		
	Full-time, permanent employment	2.658a			2.568a			3.130a			3.619a		
	Half time, permanent employment	2.520a.b			2.296a.b			3.145a.b			4.234a		
	Hourly wage	2.333b			2.242b			3.066a			3.624a		
	Nevver been employed	2.0001	3.471	0.001	1.688a.b	5.661	0.000	3.287a.b.c	8.069	0.000	3.000a.b	5.400	0.000
	Other arrangement	2.592a.b			2.334a.b			3.813b			3.916a		
	Self-employed	2.721a.b			2.637a.b			2.331c			2.862b		
	Three-quarter time, permanent employment	2.600a.b			2.146b.c			3.292a.b			3.893a		
Industry	Construction industry and manufacturing.	2.603a			2.612a			2.971a			3.466a		
	Eg veit ekki	2.399a			2.058a.b			3.490a.b			3.653a		
	Fisheries and raw material processing.	2.394a	1.696	0.148	2.466a.b	7.001	0.000	3.010a	6.850	0.000	3.479a	2.190	0.068
	Private service industries.	2.570a			2.561a			3.029a			3.718a		
	Public service industries.	2.623a			2.295b			3.298b			3.713a		

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column means. Cells with no subscript are not included in the test. Tests assume equal variances.

To test for differences on the questions measured with ordinal scales (very unwilling/very willing or strongly disagree/strongly agree), Kruskal-Wally's tests were performed. They are the non-parametric version of ANOVAs and are appropriate when variables are not continuous. The interpretation is the same: significant values ($p < 0.05$) indicate that means across generations are different. The only question that did not show differences across generations was agreeing with having a job the respondents learn and grow from (generations answered similarly).

	Generational Cohort						H	p
	Generation X		Generation Y		Generation Z			
	Mean	SD	Mean	SD	Mean	SD		
How flexible are you in adapting your workday to consider: - Environment	4.202	0.808	4.307	0.756	4.148	0.792	25.385	0.000
How flexible are you in adapting your workday to consider: Green Solutions	3.910	0.942	3.822	0.961	3.653	0.946	28.296	0.000
How flexible are you in adapting your workday to consider: - Well-being in the workplace?	4.544	0.657	4.529	0.659	4.384	0.719	23.081	0.000
How do you agree with this statement? - The Faroese labor market is diverse and exciting	3.508	0.838	3.331	0.890	3.261	0.895	44.401	0.000
How do you agree with this statement? - I have a job that I enjoy	4.333	0.755	4.215	0.867	3.957	1.018	81.215	0.000
How do you agree with this statement? - I have a job that I learn and grow from.	3.975	0.840	4.029	0.915	3.960	1.020	4.916	0.086
How do you agree with this statement? - I have a job with a salary that I can live of	3.676	1.003	3.418	1.115	3.169	1.155	113.794	0.000
How do you agree with this statement? - I believe that the wage level in the Faroe Islands is suitable.	2.804	1.009	2.463	1.029	2.734	0.989	60.898	0.000

Post-hoc tests are reported differently for Kruskal-Wally's tests. The following table shows the results for pairwise comparisons (only for cases that the global test was significant in the previous table). For example, flexibility in adapting the workday to consider the environment was different for all pairs of generations ($p < 0.05$). To consider Green Solutions, there was no difference between Generations Y and X ($p = 0.338$).

	Sample 1- Sample 2	Test Statistic	Std. Error	Std. Test Statistic	Sig.
How flexible are you in adapting your workday to consider: - Enviroment	Generation Z- Generation X	108.357	34.140	3.174	0.002
	Generation Z- Generation Y	184.721	36.887	5.008	0.000
	Generation X- Generation Y	-76.364	34.128	-2.238	0.025
How flexible are you in adapting your workday to consider: Green Solutions	Generation Z- Generation Y	147.100	37.851	3.886	0.000
	Generation Z- Generation X	180.620	35.026	5.157	0.000
	Generation Y- Generation X	33.520	35.014	0.957	0.338
How flexible are you in adapting your workday to consider: - Well-being in the workplace?	Generation Z- Generation X	138.541	32.077	4.319	0.000
	Generation Z- Generation Y	142.327	34.662	4.106	0.000
	Generation X- Generation Y	-3.786	32.054	-0.118	0.906
How do you agree with this statement? - The Faroese labor market is diverse and exciting	Generation Z- Generation Y	76.631	36.108	2.122	0.034
	Generation Z- Generation X	215.705	33.429	6.453	0.000
	Generation Y- Generation X	139.074	33.251	4.183	0.000
How do you agree with this statement? - I have a job that I enjoy	Generation Z- Generation Y	212.873	36.567	5.821	0.000
	Generation Z- Generation X	302.194	33.774	8.948	0.000
	Generation Y- Generation X	89.321	33.442	2.671	0.008
How do you agree with this statement? - I have a job with a salary that I can live of	Generation Z- Generation Y	162.359	37.782	4.297	0.000
	Generation Z- Generation X	367.535	34.949	10.516	0.000
	Generation Y- Generation X	205.176	34.567	5.936	0.000
How do you agree with this statement? - I believe that the wage level in the Faroe Islands is suitable.	Generation Y- Generation Z	-197.160	37.497	-5.258	0.000
	Generation Y- Generation X	262.729	34.195	7.683	0.000
	Generation Z- Generation X	65.569	34.724	1.888	0.059

The same tests were applied to industry types and the results are shown below.

	Industry										H	p
	Construction industry and manufacturing.		Eg veit ikki		Fisheries and raw material processing.		Private service industries.		Public service industries.			
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD		
How flexible are you in adapting your workday to consider: - Enviroment	4.256	0.793	3.996	0.891	4.349	0.716	4.262	0.781	4.159	0.801	19.291	0.002
How flexible are you in adapting your workday to consider: Green Solutions	3.575	1.043	3.767	0.953	3.732	0.983	3.813	0.972	3.906	0.892	25.709	0.000
How flexible are you in adapting your workday to consider: - Well-being in the workplace?	4.395	0.696	4.551	0.683	4.513	0.696	4.489	0.707	4.528	0.640	9.223	0.100
How do you agree with this statement? - The Faroese labor market is diverse and exciting	3.398	0.908	3.294	0.893	3.468	0.893	3.338	0.907	3.403	0.836	4.780	0.443
How do you agree with this statement? - I have a job that I enjoy	4.220	0.796	4.230	0.918	4.125	0.892	4.126	0.976	4.267	0.805	13.096	0.022
How do you agree with this statement? - I have a job that I learn and grow from.	4.172	0.724	3.811	1.090	3.755	1.057	3.875	0.992	4.092	0.824	60.947	0.000
How do you agree with this statement? - I have a job with a salary that I can live of	3.521	1.046	3.228	1.062	3.662	1.084	3.440	1.133	3.422	1.088	21.264	0.001
How do you agree with this statement? - I believe that the wage level in the Faroe Islands is suitable.	2.504	1.058	2.633	1.037	2.750	1.062	2.775	1.024	2.622	0.988	21.983	0.001

	Sample 1-Sample 2	Test Statistic	Std. Error	Std. Test Statistic	Sig.
How flexible are you in adapting your workday to consider: - Enviroment	Eg veit ikki-Public service industries.	-142.554	103.234	-1.381	0.167
	Eg veit ikki-Private service industries.	-222.109	103.830	-2.139	0.032
	Eg veit ikki-Construction industry and manufacturing.	257.116	110.398	2.329	0.020
	Eg veit ikki-Fisheries and raw material processing.	-304.697	110.561	-2.756	0.006
	Eg veit ikki-	412.091	349.835	1.178	0.239
	Public service industries.-Private service industries.	79.555	32.257	2.466	0.014
	Public service industries.-Construction industry and manufacturing.	114.562	49.475	2.316	0.021
	Public service industries.-Fisheries and raw material processing.	162.143	49.836	3.254	0.001
	Public service industries.-	269.537	335.625	0.803	0.422
	Private service industries.-Construction industry and manufacturing.	35.007	50.705	0.690	0.490
	Private service industries.-Fisheries and raw material processing.	82.588	51.058	1.618	0.106
	Private service industries.-	189.982	335.809	0.566	0.572
	Construction industry and manufacturing.-Fisheries and raw material processing.	-47.582	63.357	-0.751	0.453
	Construction industry and manufacturing.-	154.975	337.898	0.459	0.646
	Fisheries and raw material processing.-	107.394	337.951	0.318	0.751
How flexible are you in adapting your workday to consider: Green Solutions	Construction industry and manufacturing.-Eg veit ikki	-125.074	112.435	-1.112	0.266
	Construction industry and manufacturing.-Fisheries and raw material processing.	-126.411	65.013	-1.944	0.052
	Construction industry and manufacturing.-Private service industries.	-168.872	52.030	-3.246	0.001
	Construction industry and manufacturing.-Public service industries.	-228.835	50.768	-4.507	0.000
	Construction industry and manufacturing.-	834.754	346.731	2.407	0.016
	Eg veit ikki-Fisheries and raw material processing.	-1.337	112.603	-0.012	0.991
	Eg veit ikki-Private service industries.	-43.798	105.640	-0.415	0.678
	Eg veit ikki-Public service industries.	-103.761	105.024	-0.988	0.323
	Eg veit ikki-	709.680	358.713	1.978	0.048
	Fisheries and raw material processing.-Private service industries.	-42.461	52.392	-0.810	0.418
	Fisheries and raw material processing.-Public service industries.	-102.424	51.139	-2.003	0.045
	Fisheries and raw material processing.-	708.344	346.785	2.043	0.041
	Private service industries.-Public service industries.	-59.963	33.100	-1.812	0.070
	Private service industries.-	665.883	344.587	1.932	0.053
	Public service industries.-	605.919	344.399	1.759	0.079
How do you agree with this statement? - I have a job that I enjoy	Fisheries and raw material processing.-Private service industries.	-32.169	50.382	-0.638	0.523

	Sample 1-Sample 2	Test Statistic	Std. Error	Std. Test Statistic	Sig.
	Fisheries and raw material processing.-Construction industry and manufacturing.	101.027	62.378	1.620	0.105
	Fisheries and raw material processing.-Eg veit ikki	104.237	111.328	0.936	0.349
	Fisheries and raw material processing.-	126.453	419.220	0.302	0.763
	Fisheries and raw material processing.-Public service industries.	-129.279	49.049	-2.636	0.008
	Private service industries.-Construction industry and manufacturing.	68.858	49.947	1.379	0.168
	Private service industries.-Eg veit ikki	72.068	104.870	0.687	0.492
	Private service industries.-	94.285	417.551	0.226	0.821
	Private service industries.-Public service industries.	-97.110	31.772	-3.056	0.002
	Construction industry and manufacturing.-Eg veit ikki	-3.210	111.132	-0.029	0.977
	Construction industry and manufacturing.-	25.427	419.168	0.061	0.952
	Construction industry and manufacturing.-Public service industries.	-28.252	48.603	-0.581	0.561
	Eg veit ikki-	22.217	429.190	0.052	0.959
	Eg veit ikki-Public service industries.	-25.042	104.236	-0.240	0.810
	-Public service industries.	-2.825	417.392	-0.007	0.995
How do you agree with this statement? - I have a job that I learn and grow from.	Fisheries and raw material processing.-Eg veit ikki	103.857	111.075	0.935	0.350
	Fisheries and raw material processing.-Private service industries.	-109.556	50.955	-2.150	0.032
	Fisheries and raw material processing.-	115.661	421.273	0.275	0.784
	Fisheries and raw material processing.-Public service industries.	-288.863	49.589	-5.825	0.000
	Fisheries and raw material processing.-Construction industry and manufacturing.	326.535	62.978	5.185	0.000
	Eg veit ikki-Private service industries.	-5.699	104.406	-0.055	0.956
	Eg veit ikki-	11.804	431.017	0.027	0.978
	Eg veit ikki-Public service industries.	-185.006	103.746	-1.783	0.075
	Eg veit ikki-Construction industry and manufacturing.	222.678	110.772	2.010	0.044
	Private service industries.-	6.105	419.564	0.015	0.988
	Private service industries.-Public service industries.	-179.307	31.969	-5.609	0.000
	Private service industries.-Construction industry and manufacturing.	216.979	50.291	4.314	0.000
	-Public service industries.	-173.202	419.401	-0.413	0.680
	-Construction industry and manufacturing.	-210.874	421.194	-0.501	0.617
	Public service industries.-Construction industry and manufacturing.	37.672	48.906	0.770	0.441
How do you agree with this statement? - I have a job with a salary that I can live of	Eg veit ikki-Private service industries.	-106.604	108.327	-0.984	0.325
	Eg veit ikki-Public service industries.	-110.686	107.661	-1.028	0.304
	Eg veit ikki-Construction industry and manufacturing.	224.853	114.887	1.957	0.050
	Eg veit ikki-	274.833	443.303	0.620	0.535
	Eg veit ikki-Fisheries and raw material processing.	-301.289	115.058	-2.619	0.009

	Sample 1-Sample 2	Test Statistic	Std. Error	Std. Test Statistic	Sig.
	Private service industries.-Public service industries.	-4.081	32.842	-0.124	0.901
	Private service industries.-Construction industry and manufacturing.	118.248	51.831	2.281	0.023
	Private service industries.-	168.229	431.283	0.390	0.696
	Private service industries.-Fisheries and raw material processing.	194.685	52.211	3.729	0.000
	Public service industries.-Construction industry and manufacturing.	114.167	50.425	2.264	0.024
	Public service industries.-	164.148	431.116	0.381	0.703
	Public service industries.-Fisheries and raw material processing.	190.603	50.815	3.751	0.000
	Construction industry and manufacturing.-	49.981	432.977	0.115	0.908
	Construction industry and manufacturing.-Fisheries and raw material processing.	-76.436	64.731	-1.181	0.238
	-Fisheries and raw material processing.	-26.456	433.022	-0.061	0.951
How do you agree with this statement? - I believe that the wage level in the Faroe Islands is suitable.	-Construction industry and manufacturing.	-579.479	427.291	-1.356	0.175
	-Public service industries.	-624.969	425.462	-1.469	0.142
	-Eg veit ikki	-633.497	437.734	-1.447	0.148
	-Private service industries.	-739.971	425.628	-1.739	0.082
	-Fisheries and raw material processing.	-745.343	427.291	-1.744	0.081
	Construction industry and manufacturing.-Public service industries.	-45.490	49.829	-0.913	0.361
	Construction industry and manufacturing.-Eg veit ikki	-54.018	114.349	-0.472	0.637
	Construction industry and manufacturing.-Private service industries.	-160.492	51.222	-3.133	0.002
	Construction industry and manufacturing.-Fisheries and raw material processing.	-165.864	63.579	-2.609	0.009
	Public service industries.-Eg veit ikki	8.527	107.314	0.079	0.937
	Public service industries.-Private service industries.	115.002	32.624	3.525	0.000
	Public service industries.-Fisheries and raw material processing.	120.373	49.829	2.416	0.016
	Eg veit ikki-Private service industries.	-106.475	107.968	-0.986	0.324
	Eg veit ikki-Fisheries and raw material processing.	-111.846	114.349	-0.978	0.328
	Private service industries.-Fisheries and raw material processing.	5.371	51.222	0.105	0.916

References

SAMPLE REPORT - Rafael Data Analysis Portfolio