Task 3: Mediation

Introduction

A team of researchers were interested to know the effect of autonomy support from managers on the psychological energy of call workers. They reasoned that manager autonomy support would be positively predictive of call workers' psychological energy. However, they also had reason to believe that this relationship would be indirect, or mediated, through intrinsic motivation. Accordingly, they used self-report instruments to measure perceptions of manager autonomy support, intrinsic motivation, and psychological energy in British call workers. Your task is to address the questions of mediation from their dataset. In your answer, please provide details about:

1) The data analysis methodology and justification (5%)
   ➢ How the student intends to analyze the data and why this approach is chosen.
2) The preliminary analyses (25%)
   ➢ Data screening and distributions
3) The primary analyses (50%)
   ➢ The primary data analysis with findings supplemented using relevant Tables and Figures
4) The interpretations for each research question (20%)
   ➢ What do the analyses reveal in terms of each of the research questions?

Research Questions

1) Does manger autonomy support predict psychological energy in call workers?

2) Is the relationship between manager autonomy support and call worker psychological energy mediated by intrinsic motivation?

Participants

- 214 employees at a British call center
- Mean age of 34.57 (SD = 1.26)
- 165 men and 49 women

Completed a number of items relating to the variables of interest

- Respondents were asked to indicate the extent to which their managers provided autonomy support at work. The items are coded in the data set as:

  STEM – "My manager.."

  AS1 – "Listens to my ideas and opinions"
  AS2 – "Gives me choice in how I approach tasks"
  AS3 – "Provides meaningful rationales for expectations and limits"

➢ Participants indicate the extent to which they agree with each item on a 7-point Likert-type scale ranging from 1 (*not at all true*) to 7 (*very true*).

NOTE: The items together measure manager autonomy support so the items were averaged and saved as the variable 'aut_support' in the dataset.

- Respondents were asked to rate their perceptions of intrinsic motivation for work. The items in are coded in the data set as:

    STEM – "I go to work.."

    IM1 – "For the inherent pleasure the job brings me."
    IM2 – "Because I enjoy it."
    IM3 – "Because it's fun."

    ➢ Participants indicate the extent to which they believed each of the items to be true on a 7-point Likert-type scale ranging from 1 (*not at all true*) to 7 (*very true*).

NOTE: The items together measure call worker intrinsic motivation so the items were averaged and saved as the variable 'int_mot' in the dataset.

- Respondents were asked to rate the extent they feel energetic at work. The items in are coded in the data set as:

    STEM – "During work.."

    Energy1 – "I feel alive and vital."
    Energy2 – "I feel energized."
    Energy3 – "I feel invigorated."

    ➢ Participants indicate the extent to which they believed each of the items to be true on a 7-point Likert-type scale ranging from 1 (*strongly disagree*) to 7 (*strongly agree*).

NOTE: The items together measure call worker energy so the items were averaged and saved as the variable 'energy' in the dataset.

Writing structure

Please structure your writing using the following headings:

[TITLE]

[RESEARCH QUESTIONS AND HYPOTHESES]

[DATA ANALYSIS METHOD AND JUSTIFICAITON]

[PRELIMINARY ANALYSES]

[PRIMARY ANALYSES]

[INTERPRETATIONS]

<u>Data file</u>

The data file is called 'energy_data' and can be downloaded from <u>here</u>. It can also be accessed on the github in PB130 → Secondary Data Analysis → Task 3 → energy_data.csv.