

Comparing belief in free will and job satisfaction in the US and Taiwan

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Free will and job satisfaction are some terminologies that you do not hear often in the same sentence; however go hand in hand with one another. This paper replicates the data compiled from three studies, the first one being in regards to Taiwanese real estate agents, the second study being American online labor workers, and the third study looking into the subject of free will and job satisfaction on an international level. We will also be applying secondary research to aid our understanding of this topic, and how cultural norms affect the responses we receive. As this is an issue that every individual thinks about before entering an industry or accepting a job, we found it to be a topic to be extremely beneficial to us as we are ending our time in university.

Introduction

Free will is a topic that has different meanings depending on the city or country we are in. There are a variety of factors that shift the outcomes of free will, and in this paper, we will explore this subject. This subject has different meanings in every country, when taking a look at countries outside of the US and Taiwan.

Data

2.1 Source

The paper we have used for replication is from the list of Gilad Feldman papers offered from the University of California, Berkeley. The two claims we are focusing on are as follows: (1) Is there a positive or negative relationship between free will and job satisfaction?

2.2 Methodology

This paper replicates the data that was originally studied for the (2018) paper Agency Belief

2.3 Features

The studies conducted each had their specific variables conducted. For the first study, the s

Results

Data from Study 1 were used to show the relative amount of belief in free will of the average Taiwanese real estate agents and how much are they satisfied with their job across two times within 6 months with the same sample. We extracted the responses from the survey and extracted the responses to the questions : “From the scale of 0 to 10, How much do you agree with this statement: I have free will”and “From the scale of 0 to 10, How much do you agree with this statement: I am satisfied with my job” at Time one and two. In Table 1, there are three values on a scale of 0 to 10 compared : (1) Job Satisfaction T1, (2) Job Satisfaction T2, and (3) Belief in Free Will which is only measured once since beliefs rarely vary on a relatively short time span. The rows would be the mean and standard deviation calculated using R. Looking at Table 1, we immediately notice that the mean score of Job satisfaction barely vary from the first and second time (5.64 and 5.74 respectively) and that the average level of belief of free will would be 3.99. In addition,the standard deviation of the three values seem reasonable. While analyzing Table 1, we can recognize that the slight increase in job satisfaction still largely within the standard deviation which confirms the accuracy of the measurement that barely varies over the time.

Table 1 : Mean and standard deviation of belief in free will and job satisfaction within the Taiwanese real estate agency.

```
knitr::opts_chunk$set(echo = FALSE)
Table_I <- data.frame(
  Job_satisfaction_T1 = c(5.64, 1.18),
  Job_satisfaction_T2 = c(5.74, 0.99),
  Belief_free_will = c(3.99, 0.49)
)

# Name the rows
rownames(Table_I) <- c("Mean", "Standard Deviation")

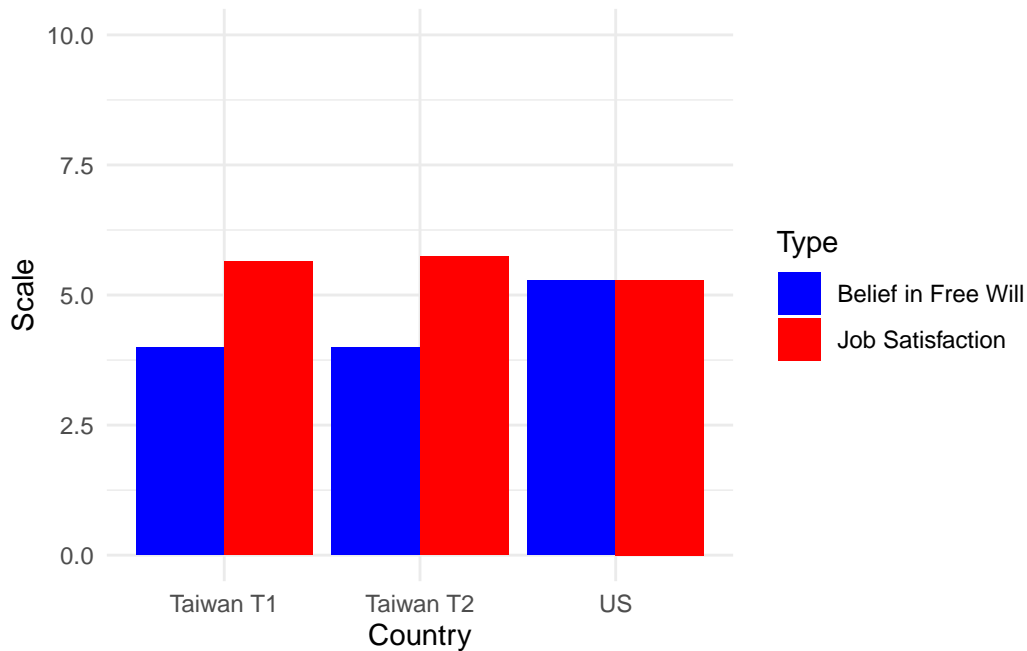
# Print the dataframe
print(Table_I)
```

	Job_satisfaction_T1	Job_satisfaction_T2	Belief_free_will
Mean	5.64	5.74	3.99
Standard Deviation	1.18	0.99	0.49

Shifting to the United , another aspect of the survey asked the respondent to share whether they agreed or disagreed with varying statements that conveyed pro-hate crime or anti-refugee opinions. The exact statements the respondents were given can be seen in Table 2. For discussion, the statements have been shortened to “Only Means”, “Message”, “Justified”, “Prevent”, and “Condemn”. The data set recorded whether respondents agreed with these statements. The last, Condemn, as seen in Table 2, is clearly an anti-hate crime statement. Thus, answers for this question were weight inversely, such that the data measures who disagreed with it. The visualization of what proportion of respondents agreed with given statements in the 2nd wave of surveys can be seen in Figure 2. For unstated reasons, Dancygier et al. (2021) excluded “Prevent” in their analysis despite having the data available to plot and analyze response rate for the statement. As evident, we have included it. We excluded the measurement for the control group of respondents who answered the Only Means statement in a list-format (as discussed in Methodology). This was originally intended to notice whether respondents may hide their true feelings about supporting violence against refugees if asked outright compared to if they were to be presented with it more passively in a list. As Dancygier et al. (2021) found, there was no significant difference and this concern was proven to not have actually affected the regular survey data. Thus, we opted to only showcase the regular survey response rates. Figure 2, shows that, for the first three statements (Only Means, Message, and Justified), between 17% and 20% of respondents agreed with the prompt. 1 in 5 respondents specifically agreed that “hostility against refugees” that “leads to violence” can be justified in certain cases. The highest rate of agreement, though comes to the inverse of Condemn. Over 25%, more than 1 in 4 respondents, disagreed that there was a need for public figures to condemn hate crimes. This may point to a chunk of respondents not necessarily agreeing or supporting hate crime but not perceiving it as a major issue, and thus not seeing it as something that needs to be condemned. The other stand-out is how relatively low the agreement rate is for Prevent, being barely over 13%, 4% lower than the second lowest, Message. This may be due to the fact that Prevent is the only statement that pointedly uses the term “Xenophobic” to identify the intention of these violent acts, while the other statements use general language that don’t assign an intrinsic moral value in their description of the violent acts. A respondent may not see a problem with any of the other statements, read Prevent, and simply disagree that their opinion is xenophobic, and thus disagree with it. It may have yielded more similar results to the other statements if it had been reworded to “Acts of violence against refugees”. Analysis of Figure 1 confirms that there is a generally alarmingly high rate of support for hate-crime and 6 anti-refugee statements, though there may be nuance in certain respondents not seeing these hate crimes as a problem or being racially motivated. These results supported the creation of Table 3 discussed below.

Job_satisfaction Belief_free_will

Mean	5.29	5.28
Standard Deviation	1.22	0.84



Talk way more about it.

Replication:

Link of the reproduction of the paper on the social science reproduction platform
[:https://doi.org/10.48152/ssrp-1yg9-0z41](https://doi.org/10.48152/ssrp-1yg9-0z41)

Discussion

4.1 Findings

In this paper, we have replicated the studies and results found by Feldman, Farh, and Wong. 7

- (1) Free will is fairly constant throughout the first study, and there is an increase in job
- (2) Individuals with a stronger belief in free will, will also report a higher job satisfact.
- (3) Depending on the region you are in, individuals will report different beliefs in free wi.

4.2 Canada's belief in free will and job satisfaction

The Canadian population is currently at just over 38 million people and has increased by nearly 10 million since 1980. Concerning the original paper from Feldman, Farh, and Wong, it is important to note the inter-

4.3 Practical Implications for Organizations

The research and work done by Feldman and his peers will allow companies and organizations to better understand the relationship between free will and job satisfaction.

4.4 Limitations

As the work we conducted was based on the reproduction from the work of Feldman, we were limited in our findings. Additionally, there was the issue of the variety in occupations, where we would compare a whole range of different jobs. Finally, we found that the reproducible article focused on many positive outcomes of free will.

4.5 Future Research

In regards to future understandings of the topic of free will and job satisfaction, it would be interesting to see if the same results are found in other cultures.

First discussion point

If my paper were 10 pages, then should be at least 2.5 pages. The discussion is a chance to show off what you know and what you learnt from all this.

Second discussion point

Third discussion point

Weaknesses and next steps

Weaknesses and next steps should also be included.

Appendix

Additional data details

Model details

Posterior predictive check

In [?@fig-ppcheckandposteriorvsprior-1](#) we implement a posterior predictive check. This shows...

In [?@fig-ppcheckandposteriorvsprior-2](#) we compare the posterior with the prior. This shows...

References

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