```
* Encoding: UTF-8.
* Free will scales - time 1.
recode fw_16 fw_17 fw_21  fw_22 (1=6) (2=5) (3=4) (4=3) (5=2) (6=1) into fw_16
r fw_17r fw_21r fw_22r.

RELIABILITY
  /VARIABLES=fw_1 to fw_9
  /SCALE('free will FWagency - T1') ALL
  /MODEL=ALPHA
  /STATISTICS=SCALE
  /SUMMARY=TOTAL.
```

Reliability

Scale: free will FWagency - T1

Case Processing Summary

		N	%
Cases	Valid	209	100.0
	Excluded[a]	0	.0
	Total	209	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.882	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
In this part of the study we ask about your general views on life. There are no right or wrong an...-Free will is a part of the human spirit	39.76	33.385	.631	.869
In this part of the study we ask about your general views on life. There are no right or wrong an...-Free will is a basic part of human nature	39.74	32.964	.697	.864
In this part of the study we ask about your general views on life. There are no right or wrong an...-I have free will even when my choices are limited by external circumstances	40.00	33.303	.615	.871
In this part of the study we ask about your general views on life. There are no right or wrong an...-People have free will regardless of wealth or life circumstances	40.11	31.794	.672	.866
In this part of the study we ask about your general views on life. There are no right or wrong an...-Life's experiences cannot eliminate a person's free will	40.27	32.709	.538	.880
In this part of the study we ask about your general views on life. There are no right or wrong an...-I am in charge of the decisions I make	39.60	34.443	.663	.868

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
In this part of the study we ask about your general views on life. There are no right or wrong an...-I decide what action to take in a particular situation	39.70	33.606	.658	.867
In this part of the study we ask about your general views on life. There are no right or wrong an...-I am in charge of my actions even when my life's circumstances are difficult	39.80	34.132	.574	.874
In this part of the study we ask about your general views on life. There are no right or wrong an...-I have free will	39.53	34.144	.687	.866

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
44.81	41.643	6.453	9

```
* all the subscles, the most conceptually relevant are the free-will and perso
nal agency.
compute FWDfw=mean(fw_1 to fw_5).
compute FWDagency=mean(fw_6 to fw_9).
compute FWDmoral=mean (fw_10,fw_11, fw_12, fw_13, fw_14, fw_15).
compute FWDpower=mean(fw_16r, fw_17r, fw_18).
compute FWDresp=mean(fw_19, fw_20).
compute FWDlimit=mean(fw_21r, fw_22r).
compute FWDall=mean(fw_1 to fw_9, fw_10 to fw_15, fw_19, fw_20, fw_16r, fw_17r
, fw_18, fw_19, fw_20, fw_21r, fw_22r).
compute FWDfwagency=mean(fw_1 to fw_9).
EXECUTE.

variable labels
FWDfw 'FW T1 Free will subscale'
FWDagency 'FW T1 personal agency subscale'
FWDmoral 'FW T1 Moral responsibility subscale'
FWDpower 'FW T1 Higher power control subscale'
```

```
FWDresp 'FW T1 Personal responsibility subscale'
FWDlimit 'FW T1 Personal limitations subscale'
FWDall 'FW T1 both scales'
FWDfwagency 'FW T1 agency and free will subscales'.

RELIABILITY
  /VARIABLES=fw_6,  fw_18, fw_8, fw_21r, fw_3, fw_7, fw_22r, fw_9
  /SCALE('free will personal - T1') ALL
  /MODEL=ALPHA
  /STATISTICS=SCALE
  /SUMMARY=TOTAL.
```

Reliability

Scale: free will personal - T1

Case Processing Summary

		N	%
Cases	Valid	209	100.0
	Excluded[a]	0	.0
	Total	209	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.750	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
In this part of the study we ask about your general views on life. There are no right or wrong an...-I am in charge of the decisions I make	33.3589	23.943	.609	.705
In this part of the study we ask about your general views on life. There are no right or wrong an...-I actively choose what to do from among the options I have	33.4402	24.690	.481	.722
In this part of the study we ask about your general views on life. There are no right or wrong an...-I am in charge of my actions even when my life's circumstances are difficult	33.5598	23.286	.570	.705
fw_21r	34.6746	22.134	.279	.787
In this part of the study we ask about your general views on life. There are no right or wrong an...-I have free will even when my choices are limited by external circumstances	33.7560	24.445	.406	.731
In this part of the study we ask about your general views on life. There are no right or wrong an...-I decide what action to take in a particular situation	33.4593	23.259	.605	.701
fw_22r	34.4785	21.607	.431	.733
In this part of the study we ask about your general views on life. There are no right or wrong an...-I have free will	33.2919	24.535	.523	.717

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
38.5742	29.621	5.44249	8

```
RELIABILITY
  /VARIABLES=fw_1, fw_2, fw_4, fw_5, fw_10, fw_11, fw_12, fw_13, fw_14, fw_15,
 fw_16r, fw_17r, fw_19, fw_20
  /SCALE('free will general - T1') ALL
  /MODEL=ALPHA
  /STATISTICS=SCALE
  /SUMMARY=TOTAL.
```

Reliability

Scale: free will general - T1

Case Processing Summary

		N	%
Cases	Valid	209	100.0
	Excluded[a]	0	.0
	Total	209	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.847	14

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
In this part of the study we ask about your general views on life. There are no right or wrong an...-Free will is a part of the human spirit	61.7464	71.354	.507	.837
In this part of the study we ask about your general views on life. There are no right or wrong an...-Free will is a basic part of human nature	61.7225	70.355	.591	.832
In this part of the study we ask about your general views on life. There are no right or wrong an...-People have free will regardless of wealth or life circumstances	62.1005	69.168	.555	.833
In this part of the study we ask about your general views on life. There are no right or wrong an...-Life's experiences cannot eliminate a person's free will	62.2584	69.385	.496	.837
In this part of the study we ask about your general views on life. There are no right or wrong an...-A person who makes a poor decision should experience the consequences of that decision	62.1005	70.870	.509	.836

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
In this part of the study we ask about your general views on life. There are no right or wrong an...-A person is accountable for the decisions he or she makes	61.5933	69.954	.718	.827
In this part of the study we ask about your general views on life. There are no right or wrong an...-A person should receive appropriate punishment for choosing to engage in bad or harmful behaviors	61.9378	68.991	.603	.831
In this part of the study we ask about your general views on life. There are no right or wrong an...-A person always has choices and therefore should be punished for making choices that harm others	61.9426	70.285	.536	.835
In this part of the study we ask about your general views on life. There are no right or wrong an...-Human beings actively choose their actions and are responsible for the consequences of those actions	61.7368	70.801	.660	.830
In this part of the study we ask about your general views on life. There are no right or wrong an...-A person is responsible for his or her actions even if his or her childhood has been difficult	61.8038	70.072	.605	.831
fw_16r	62.7464	70.344	.296	.857

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
fw_17r	63.0957	75.433	.105	.872
In this part of the study we ask about your general views on life. There are no right or wrong an...-A person is to blame for making bad choices	62.0574	70.391	.550	.834
In this part of the study we ask about your general views on life. There are no right or wrong an...-A person must accept responsibility for his or her choice of action	61.5455	70.432	.711	.828

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
66.7990	80.882	8.99347	14

```
compute FWself=mean(fw_6,  fw_18, fw_8, fw_21r, fw_3, fw_7, fw_22r, fw_9).
compute FWgeneral=mean(fw_1, fw_2, fw_4, fw_5, fw_10, fw_11, fw_12, fw_13, fw_
14, fw_15, fw_16r, fw_17r, fw_19, fw_20).

variable labels
FWself  'Free will beliefs - personal T1'
FWgeneral  'Free will beliefs - general T1'.

*****************.
* Job satisfaction
*****************.
recode jobsat_3 jobsat_5 (1=7) (2=6) (3=5) (4=4) (5=3) (6=2) (7=1) into jobsat
_3r jobsat_5r.
RELIABILITY
  /VARIABLES=jobsat_1, jobsat_2, jobsat_3r, jobsat_4, jobsat_5r
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /STATISTICS=SCALE
  /SUMMARY=TOTAL.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	209	100.0
	Excluded[a]	0	.0
	Total	209	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.792	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
To what extent do you agree or disagree with the following statements :-I feel fairly well satisfied with my present job doing MTurk tasks	19.5742	20.063	.575	.754
To what extent do you agree or disagree with the following statements :-Most days I am enthusiastic about the work I do on MTurk	19.6651	18.541	.644	.730
jobsat_3r	20.3589	19.414	.419	.806
To what extent do you agree or disagree with the following statements :-I find real enjoyment in the work I do on MTurk	19.9091	18.362	.669	.722
jobsat_5r	19.9569	17.214	.595	.746

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
24.8660	27.799	5.27250	5

```
compute jobsat1=mean(jobsat_1, jobsat_2, jobsat_3r, jobsat_4, jobsat_5r).
```

```
EXECUTE.
* Time 2.
recode jobsat2_3 jobsat2_5 (1=7) (2=6) (3=5) (4=4) (5=3) (6=2) (7=1) into jobs
at2_3r jobsat2_5r.
RELIABILITY
  /VARIABLES=jobsat2_1, jobsat2_2, jobsat2_3r, jobsat2_4, jobsat2_5r
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /STATISTICS=SCALE
  /SUMMARY=TOTAL.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	137	65.6
	Excluded[a]	72	34.4
	Total	209	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.841	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
To what extent do you agree or disagree with the following statements :-I feel fairly well satisfied with my present job doing MTurk tasks	19.6569	24.712	.682	.798
To what extent do you agree or disagree with the following statements :-Most days I am enthusiastic about the work I do on MTurk	19.7956	23.840	.719	.787
jobsat2_3r	19.9927	26.919	.451	.862
To what extent do you agree or disagree with the following statements :-I find real enjoyment in the work I do on MTurk	19.7810	24.334	.714	.790
jobsat2_5r	19.4599	24.397	.678	.799

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
24.6715	37.325	6.10943	5

```
compute jobsat2=mean(jobsat2_1, jobsat2_2, jobsat2_3r, jobsat2_4, jobsat2_5r).
EXECUTE.


variable labels
jobsat1 'Job satisfaction T1'
jobsat2 'Job satisfaction T2'.

*****************.
* Job autonomy
*****************.
* Time 1.
* The first two items were from Barrick & Mount (1993, JAP) and aren't about a
utonomy "There is a lot of autonomy in doing the job", "The job is quite simpl
e and repetitive".
RELIABILITY
  /VARIABLES=jobaut_3 to jobaut_5
```

```
  /SCALE('Job autonomy - Time 1') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: Job autonomy - Time 1

Case Processing Summary

		N	%
Cases	Valid	209	100.0
	Excluded[a]	0	.0
	Total	209	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.828	3

```
compute jobaut=mean(jobaut_3 to jobaut_5).
EXECUTE.
* Time 2.
RELIABILITY
  /VARIABLES=jobaut2_3 to jobaut2_5
  /SCALE('Job autonomy - Time 2') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: Job autonomy - Time 2

Case Processing Summary

		N	%
Cases	Valid	137	65.6
	Excluded[a]	72	34.4
	Total	209	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.847	3

```
compute jobaut2=mean(jobaut2_3 to jobaut2_5).
EXECUTE.

variable labels
jobaut 'Job autonomy - T1 '
jobaut2 'Job autonomy - T2'.

*****************.
* Lay theories
*****************.
* the Quatrics coding got a bit messed up, correcting below.
* higher score is more essentialist entitst, less incremental.
RECODE laytheory_1 laytheory_2 laytheory_3 laytheory_4  (MISSING=SYSMIS) (20=1
)
    (21=2) (22=3) (23=4) (24=5) (25=6) INTO lay_1 lay_2 lay_3 lay_4 .
RECODE laytheory_5 laytheory_6 laytheory_7 laytheory_8 (MISSING=SYSMIS) (20=6)
    (21=5) (22=4) (23=3) (24=2) (25=1) INTO lay_5r lay_6r lay_7r lay_8r.
RELIABILITY
  /VARIABLES=lay_1, lay_2, lay_3, lay_4, lay_5r, lay_6r, lay_7r, lay_8r
  /SCALE('Lay theories - Time 1') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: Lay theories - Time 1

Case Processing Summary

		N	%
Cases	Valid	209	100.0
	Excluded[a]	0	.0
	Total	209	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.901	8

```
COMPUTE ess_kind=MEAN(lay_1, lay_2, lay_3, lay_4, lay_5r, lay_6r, lay_7r, lay_
8r).
EXECUTE.

variable labels
ess_kind 'implicit theories T1'.



*****************.
* Self esteem
*****************.
* Time 1.
recode selfest_3 selfest_5 selfest_8 selfest_9 selfest_10  (1=7) (2=6) (3=5) (
4=4) (5=3) (6=2) (7=1) into selfest_3r selfest_5r selfest_8r selfest_9r selfes
t_10r .
RELIABILITY
  /VARIABLES=selfest_1, selfest_2, selfest_3r, selfest_4, selfest_5r, selfest_
6, selfest_7, selfest_8r, selfest_9r, selfest_10r
  /SCALE('Self esteem - Time 1') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: Self esteem - Time 1

Case Processing Summary

		N	%
Cases	Valid	209	100.0
	Excluded[a]	0	.0
	Total	209	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.923	10

```
compute selfest = mean (selfest_1, selfest_2, selfest_3r, selfest_4, selfest_5
r, selfest_6, selfest_7, selfest_8r, selfest_9r, selfest_10r).
EXECUTE.

variable labels
selfest 'Self-esteem T1'.


*****************.
* Self efficiacy
*****************.
* Time 1.
compute selfeff=mean(selfeff_1 to selfeff_3).
RELIABILITY
  /VARIABLES=selfeff_1 to selfeff_3
  /SCALE('Self efficacy - Time 1') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: Self efficacy - Time 1

Case Processing Summary

		N	%
Cases	Valid	209	100.0
	Excluded[a]	0	.0
	Total	209	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.899	3

```
EXECUTE.
```

```
variable labels
selfeff 'Self-efficacy T1'.


*****************.
* Self control
*****************.
* Time1.
recode selfcon_2 selfcon_3 selfcon_4 selfcon_5 selfcon_7 selfcon_9 selfcon_10
selfcon_12 selfcon_13 (1=5) (2=4) (3=3) (4=2) (5=1) into selfcon_2r selfcon_3r
 selfcon_4r selfcon_5r selfcon_7r selfcon_9r selfcon_10r selfcon_12r selfcon_1
3r.
RELIABILITY
  /VARIABLES=selfcon_1, selfcon_2r, selfcon_3r, selfcon_4r, selfcon_5r, selfco
n_6, selfcon_7r, selfcon_8, selfcon_9r, selfcon_10r,selfcon_11, selfcon_12r, s
elfcon_13r
  /SCALE('Self control - Time 1') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: Self control - Time 1

Case Processing Summary

		N	%
Cases	Valid	209	100.0
	Excluded[a]	0	.0
	Total	209	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.885	13

```
compute selfcontrol=mean( selfcon_1, selfcon_2r, selfcon_3r, selfcon_4r, selfc
on_5r, selfcon_6, selfcon_7r, selfcon_8, selfcon_9r, selfcon_10r,selfcon_11, s
elfcon_12r, selfcon_13r).
EXECUTE.

variable labels
```

```
selfcontrol 'Trait self-control T1'.

*****************.
* Locus of control
*****************.
* Time 1.
recode lc2 lc6 lc7 lc8 lc9 (1=2) (2=1) into lc2r lc6r lc7r lc8r lc9r.
RELIABILITY
  /VARIABLES=lc1 lc2r lc3 lc4 lc5 lc6r lc7r lc8r lc9r lc10 lc11 lc12 lc13
  /SCALE('Locus of control - Time 1') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: Locus of control - Time 1

Case Processing Summary

		N	%
Cases	Valid	209	100.0
	Excluded[a]	0	.0
	Total	209	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.576	13

```
compute locus=((lc1=1)+(lc2=2)+(lc3=1)+(lc4=1)+(lc5=1)+(lc6=2)+(lc7=2)+(lc8=2)
+(lc9=2)+(lc10=1)+(lc11=1)+(lc12=1)+(lc13=1)).
EXECUTE.

variable labels
locus 'locus of control T1'.

*****************.
*****************.
* Start here for analyses.
*****************.
*****************.
```

```
USE ALL.

* the main variables.
FREQUENCIES VARIABLES=jobsat1 jobsat2  FWDfwagency jobaut jobaut2 locus ess_ki
nd selfest selfeff selfcontrol
  /STATISTICS=STDDEV MINIMUM MAXIMUM MEAN SKEWNESS SESKEW KURTOSIS SEKURT
  /ORDER=ANALYSIS.
```

Frequencies

Statistics

		Job satisfaction T1	Job satisfaction T2	FW T1 agency and free will subscales	Job autonomy - T1	Job autonomy - T2	locus of control T1	implicit theories T1	Self-esteem T1	Self-efficacy T1	Trait self-control T1
N	Valid	209	137	209	209	137	209	209	209	209	209
	Missing	0	72	0	0	72	0	0	0	0	0
Mean		4.9732	4.9343	4.9793	5.6124	5.6496	6.8852	3.0269	5.2900	6.0750	3.4807
Std. Deviation		1.05450	1.22189	.71701	1.11432	1.17596	2.47220	1.04127	1.24736	.96477	.77088
Skewness		-.415	-.534	-.508	-1.105	-1.125	-.270	-.136	-.597	-1.422	.041
Std. Error of Skewness		.168	.207	.168	.168	.207	.168	.168	.168	.168	.168
Kurtosis		.701	.455	-.338	2.223	2.059	-.471	-.361	.038	3.324	-.453
Std. Error of Kurtosis		.335	.411	.335	.335	.411	.335	.335	.335	.335	.335
Minimum		1.00	1.00	3.00	1.00	1.00	.00	1.00	1.00	1.00	1.00
Maximum		7.00	7.00	6.00	7.00	7.00	12.00	5.63	7.00	7.00	5.00

Frequency Table

Job satisfaction T1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	1.0	1.0	1.0
	2.60	1	.5	.5	1.4
	3.00	2	1.0	1.0	2.4
	3.20	4	1.9	1.9	4.3
	3.40	7	3.3	3.3	7.7
	3.60	6	2.9	2.9	10.5
	3.80	9	4.3	4.3	14.8
	4.00	10	4.8	4.8	19.6
	4.20	11	5.3	5.3	24.9
	4.40	19	9.1	9.1	34.0
	4.60	18	8.6	8.6	42.6
	4.80	10	4.8	4.8	47.4
	5.00	17	8.1	8.1	55.5
	5.20	12	5.7	5.7	61.2
	5.40	10	4.8	4.8	66.0
	5.60	11	5.3	5.3	71.3
	5.80	12	5.7	5.7	77.0
	6.00	20	9.6	9.6	86.6

Job satisfaction T1

	Frequency	Percent	Valid Percent	Cumulative Percent
6.20	9	4.3	4.3	90.9
6.40	5	2.4	2.4	93.3
6.60	4	1.9	1.9	95.2
6.80	5	2.4	2.4	97.6
7.00	5	2.4	2.4	100.0
Total	209	100.0	100.0	

Job satisfaction T2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	1.0	1.5	1.5
	2.00	1	.5	.7	2.2
	2.20	2	1.0	1.5	3.6
	2.80	2	1.0	1.5	5.1
	3.00	1	.5	.7	5.8
	3.20	2	1.0	1.5	7.3
	3.40	5	2.4	3.6	10.9
	3.60	4	1.9	2.9	13.9
	3.80	3	1.4	2.2	16.1
	4.00	8	3.8	5.8	21.9
	4.20	10	4.8	7.3	29.2
	4.40	7	3.3	5.1	34.3
	4.60	14	6.7	10.2	44.5
	4.80	10	4.8	7.3	51.8
	5.00	8	3.8	5.8	57.7
	5.20	4	1.9	2.9	60.6
	5.40	5	2.4	3.6	64.2
	5.60	5	2.4	3.6	67.9
	5.80	7	3.3	5.1	73.0
	6.00	9	4.3	6.6	79.6
	6.20	8	3.8	5.8	85.4
	6.40	10	4.8	7.3	92.7
	6.60	3	1.4	2.2	94.9
	6.80	1	.5	.7	95.6
	7.00	6	2.9	4.4	100.0
	Total	137	65.6	100.0	
Missing	System	72	34.4		
Total		209	100.0		

FW T1 agency and free will subscales

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	.5	.5	.5
	3.11	1	.5	.5	1.0
	3.33	4	1.9	1.9	2.9
	3.44	2	1.0	1.0	3.8
	3.56	1	.5	.5	4.3
	3.67	3	1.4	1.4	5.7
	3.78	4	1.9	1.9	7.7
	3.89	3	1.4	1.4	9.1
	4.00	6	2.9	2.9	12.0
	4.11	9	4.3	4.3	16.3
	4.22	10	4.8	4.8	21.1
	4.33	3	1.4	1.4	22.5
	4.44	3	1.4	1.4	23.9
	4.56	6	2.9	2.9	26.8
	4.67	3	1.4	1.4	28.2
	4.78	15	7.2	7.2	35.4
	4.89	11	5.3	5.3	40.7
	5.00	23	11.0	11.0	51.7
	5.11	16	7.7	7.7	59.3
	5.22	11	5.3	5.3	64.6
	5.33	10	4.8	4.8	69.4
	5.44	11	5.3	5.3	74.6
	5.56	9	4.3	4.3	78.9
	5.67	9	4.3	4.3	83.3
	5.78	6	2.9	2.9	86.1
	5.89	4	1.9	1.9	88.0
	6.00	25	12.0	12.0	100.0
	Total	209	100.0	100.0	

Job autonomy - T1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	1.0	1.0	1.0
	1.67	1	.5	.5	1.4
	2.67	1	.5	.5	1.9
	3.00	1	.5	.5	2.4
	3.33	2	1.0	1.0	3.3
	3.67	4	1.9	1.9	5.3
	4.00	10	4.8	4.8	10.0
	4.33	10	4.8	4.8	14.8
	4.67	13	6.2	6.2	21.1
	5.00	19	9.1	9.1	30.1
	5.33	21	10.0	10.0	40.2
	5.67	24	11.5	11.5	51.7
	6.00	36	17.2	17.2	68.9
	6.33	18	8.6	8.6	77.5
	6.67	11	5.3	5.3	82.8
	7.00	36	17.2	17.2	100.0
	Total	209	100.0	100.0	

Job autonomy - T2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	1.0	1.5	1.5
	3.00	1	.5	.7	2.2
	3.33	2	1.0	1.5	3.6
	3.67	2	1.0	1.5	5.1
	4.00	8	3.8	5.8	10.9
	4.33	11	5.3	8.0	19.0
	4.67	4	1.9	2.9	21.9
	5.00	10	4.8	7.3	29.2
	5.33	15	7.2	10.9	40.1
	5.67	11	5.3	8.0	48.2
	6.00	20	9.6	14.6	62.8
	6.33	15	7.2	10.9	73.7
	6.67	8	3.8	5.8	79.6
	7.00	28	13.4	20.4	100.0
	Total	137	65.6	100.0	
Missing	System	72	34.4		
Total		209	100.0		

locus of control T1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	.00	1	.5	.5	.5
	1.00	1	.5	.5	1.0
	2.00	8	3.8	3.8	4.8
	3.00	13	6.2	6.2	11.0
	4.00	17	8.1	8.1	19.1
	5.00	15	7.2	7.2	26.3
	6.00	34	16.3	16.3	42.6
	7.00	28	13.4	13.4	56.0
	8.00	35	16.7	16.7	72.7
	9.00	25	12.0	12.0	84.7
	10.00	20	9.6	9.6	94.3
	11.00	9	4.3	4.3	98.6
	12.00	3	1.4	1.4	100.0
	Total	209	100.0	100.0	

implicit theories T1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	12	5.7	5.7	5.7
	1.13	3	1.4	1.4	7.2
	1.25	2	1.0	1.0	8.1
	1.38	1	.5	.5	8.6
	1.50	2	1.0	1.0	9.6
	1.63	5	2.4	2.4	12.0
	1.75	6	2.9	2.9	14.8
	1.88	3	1.4	1.4	16.3
	2.00	15	7.2	7.2	23.4
	2.13	2	1.0	1.0	24.4
	2.25	3	1.4	1.4	25.8
	2.38	5	2.4	2.4	28.2
	2.50	3	1.4	1.4	29.7
	2.63	7	3.3	3.3	33.0
	2.75	3	1.4	1.4	34.4
	2.88	7	3.3	3.3	37.8
	3.00	15	7.2	7.2	45.0
	3.13	12	5.7	5.7	50.7
	3.25	15	7.2	7.2	57.9
	3.38	12	5.7	5.7	63.6

implicit theories T1

		Frequency	Percent	Valid Percent	Cumulative Percent
	3.50	18	8.6	8.6	72.2
	3.63	14	6.7	6.7	78.9
	3.75	4	1.9	1.9	80.9
	3.88	4	1.9	1.9	82.8
	4.00	7	3.3	3.3	86.1
	4.13	3	1.4	1.4	87.6
	4.25	5	2.4	2.4	90.0
	4.38	1	.5	.5	90.4
	4.50	6	2.9	2.9	93.3
	4.75	4	1.9	1.9	95.2
	4.88	2	1.0	1.0	96.2
	5.00	5	2.4	2.4	98.6
	5.13	1	.5	.5	99.0
	5.50	1	.5	.5	99.5
	5.63	1	.5	.5	100.0
	Total	209	100.0	100.0	

Self-esteem T1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	1.60	1	.5	.5	1.0
	1.80	1	.5	.5	1.4
	2.10	1	.5	.5	1.9
	2.50	3	1.4	1.4	3.3
	3.00	1	.5	.5	3.8
	3.20	1	.5	.5	4.3
	3.40	1	.5	.5	4.8
	3.50	1	.5	.5	5.3
	3.60	7	3.3	3.3	8.6
	3.70	3	1.4	1.4	10.0
	3.80	8	3.8	3.8	13.9
	3.90	7	3.3	3.3	17.2
	4.00	9	4.3	4.3	21.5
	4.10	2	1.0	1.0	22.5
	4.20	4	1.9	1.9	24.4
	4.30	5	2.4	2.4	26.8
	4.40	2	1.0	1.0	27.8

Self-esteem T1

	Frequency	Percent	Valid Percent	Cumulative Percent
4.50	3	1.4	1.4	29.2
4.60	4	1.9	1.9	31.1
4.70	3	1.4	1.4	32.5
4.80	2	1.0	1.0	33.5
4.90	4	1.9	1.9	35.4
5.00	2	1.0	1.0	36.4
5.10	9	4.3	4.3	40.7
5.20	7	3.3	3.3	44.0
5.30	6	2.9	2.9	46.9
5.40	5	2.4	2.4	49.3
5.50	8	3.8	3.8	53.1
5.60	8	3.8	3.8	56.9
5.70	5	2.4	2.4	59.3
5.80	6	2.9	2.9	62.2
5.90	7	3.3	3.3	65.6
6.00	9	4.3	4.3	69.9
6.10	4	1.9	1.9	71.8
6.20	4	1.9	1.9	73.7
6.30	5	2.4	2.4	76.1
6.40	9	4.3	4.3	80.4
6.50	5	2.4	2.4	82.8
6.60	3	1.4	1.4	84.2
6.70	4	1.9	1.9	86.1
6.80	3	1.4	1.4	87.6
6.90	3	1.4	1.4	89.0
7.00	23	11.0	11.0	100.0
Total	209	100.0	100.0	

Self-efficacy T1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	3.33	3	1.4	1.4	1.9
	3.67	1	.5	.5	2.4
	4.00	7	3.3	3.3	5.7
	4.33	3	1.4	1.4	7.2
	4.67	3	1.4	1.4	8.6
	5.00	18	8.6	8.6	17.2
	5.33	9	4.3	4.3	21.5
	5.67	19	9.1	9.1	30.6
	6.00	45	21.5	21.5	52.2
	6.33	15	7.2	7.2	59.3
	6.67	17	8.1	8.1	67.5
	7.00	68	32.5	32.5	100.0
	Total	209	100.0	100.0	

Trait self-control T1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	1.77	1	.5	.5	1.0
	1.92	3	1.4	1.4	2.4
	2.23	3	1.4	1.4	3.8
	2.31	2	1.0	1.0	4.8
	2.38	5	2.4	2.4	7.2
	2.46	1	.5	.5	7.7
	2.54	5	2.4	2.4	10.0
	2.62	6	2.9	2.9	12.9
	2.69	4	1.9	1.9	14.8
	2.77	9	4.3	4.3	19.1
	2.85	9	4.3	4.3	23.4
	2.92	11	5.3	5.3	28.7
	3.00	11	5.3	5.3	34.0
	3.08	7	3.3	3.3	37.3
	3.15	7	3.3	3.3	40.7
	3.23	7	3.3	3.3	44.0
	3.31	10	4.8	4.8	48.8
	3.38	5	2.4	2.4	51.2
	3.46	5	2.4	2.4	53.6

Trait self-control T1

	Frequency	Percent	Valid Percent	Cumulative Percent
3.54	8	3.8	3.8	57.4
3.62	5	2.4	2.4	59.8
3.69	3	1.4	1.4	61.2
3.77	6	2.9	2.9	64.1
3.85	11	5.3	5.3	69.4
3.92	4	1.9	1.9	71.3
4.00	3	1.4	1.4	72.7
4.08	7	3.3	3.3	76.1
4.15	6	2.9	2.9	78.9
4.23	6	2.9	2.9	81.8
4.31	5	2.4	2.4	84.2
4.38	6	2.9	2.9	87.1
4.46	2	1.0	1.0	88.0
4.54	5	2.4	2.4	90.4
4.69	6	2.9	2.9	93.3
4.77	4	1.9	1.9	95.2
4.85	3	1.4	1.4	96.7
4.92	4	1.9	1.9	98.6
5.00	3	1.4	1.4	100.0
Total	209	100.0	100.0	

```
* the main correlations.
CORRELATIONS
  /VARIABLES=jobsat1 jobsat2  FWDfwagency jobaut jobaut2 locus ess_kind selfes
t selfeff selfcontrol
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

Correlations

		Job satisfaction T1	Job satisfaction T2	FW T1 agency and free will subscales	Job autonomy - T1	Job autonomy - T2	locus of control T1	implicit theories T1	Self-esteem T1	Self-efficacy T1	Trait self-control T1
Job satisfaction T1	Pearson Correlation	1	.732**	.310**	.433**	.509**	.085	-.103	.351**	.340**	.304**
	Sig. (2-tailed)		.000	.000	.000	.000	.220	.137	.000	.000	.000
	N	209	137	209	209	137	209	209	209	209	209
Job satisfaction T2	Pearson Correlation	.732**	1	.305**	.434**	.592**	.056	-.180*	.301**	.315**	.239**
	Sig. (2-tailed)	.000		.000	.000	.000	.517	.035	.000	.000	.005
	N	137	137	137	137	137	137	137	137	137	137
FW T1 agency and free will subscales	Pearson Correlation	.310**	.305**	1	.463**	.495**	.196**	-.193**	.354**	.443**	.190**
	Sig. (2-tailed)	.000	.000		.000	.000	.005	.005	.000	.000	.006
	N	209	137	209	209	137	209	209	209	209	209
Job autonomy - T1	Pearson Correlation	.433**	.434**	.463**	1	.582**	.026	-.072	.332**	.429**	.171*
	Sig. (2-tailed)	.000	.000	.000		.000	.706	.298	.000	.000	.014
	N	209	137	209	209	137	209	209	209	209	209
Job autonomy - T2	Pearson Correlation	.509**	.592**	.495**	.582**	1	.013	-.151	.341**	.522**	.169*
	Sig. (2-tailed)	.000	.000	.000	.000		.881	.079	.000	.000	.049
	N	137	137	137	137	137	137	137	137	137	137
locus of control T1	Pearson Correlation	.085	.056	.196**	.026	.013	1	-.185**	.224**	.014	.222**
	Sig. (2-tailed)	.220	.517	.005	.706	.881		.007	.001	.844	.001
	N	209	137	209	209	137	209	209	209	209	209
implicit theories T1	Pearson Correlation	-.103	-.180*	-.193**	-.072	-.151	-.185**	1	-.198**	-.145*	-.156*
	Sig. (2-tailed)	.137	.035	.005	.298	.079	.007		.004	.037	.024
	N	209	137	209	209	137	209	209	209	209	209
Self-esteem T1	Pearson Correlation	.351**	.301**	.354**	.332**	.341**	.224**	-.198**	1	.405**	.563**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.001	.004		.000	.000
	N	209	137	209	209	137	209	209	209	209	209
Self-efficacy T1	Pearson Correlation	.340**	.315**	.443**	.429**	.522**	.014	-.145*	.405**	1	.242**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.844	.037	.000		.000
	N	209	137	209	209	137	209	209	209	209	209
Trait self-control T1	Pearson Correlation	.304**	.239**	.190**	.171*	.169*	.222**	-.156*	.563**	.242**	1
	Sig. (2-tailed)	.000	.005	.006	.014	.049	.001	.024	.000	.000	
	N	209	137	209	209	137	209	209	209	209	209

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

```
* job satisfaction with controls.
PARTIAL CORR
  /VARIABLES= jobsat1 FWDfwagency  BY selfest selfeff selfcontrol ess_kind loc
us
  /SIGNIFICANCE=TWOTAIL
  /MISSING=LISTWISE.
```

Partial Corr

Correlations

Control Variables			Job satisfaction T1	FW T1 agency and free will subscales
Self-esteem T1 & Self-efficacy T1 & Trait self-control T1 & implicit theories T1 & locus of control T1	Job satisfaction T1	Correlation	1.000	.148
		Significance (2-tailed)	.	.035
		df	0	202
	FW T1 agency and free will subscales	Correlation	.148	1.000
		Significance (2-tailed)	.035	.
		df	202	0

```
PARTIAL CORR
  /VARIABLES= jobsat2 FWDfwagency  BY selfest selfeff selfcontrol ess_kind loc
us
```

```
  /SIGNIFICANCE=TWOTAIL
  /MISSING=LISTWISE.
```

Partial Corr

Correlations

Control Variables			Job satisfaction T2	FW T1 agency and free will subscales
Self-esteem T1 & Self-efficacy T1 & Trait self-control T1 & implicit theories T1 & locus of control T1	Job satisfaction T2	Correlation	1.000	.177
		Significance (2-tailed)	.	.042
		df	0	130
	FW T1 agency and free will subscales	Correlation	.177	1.000
		Significance (2-tailed)	.042	.
		df	130	0

```
* job autonomy  with controls.
PARTIAL CORR
  /VARIABLES= jobaut FWDfwagency  BY selfest selfeff selfcontrol ess_kind locu
s
  /SIGNIFICANCE=TWOTAIL
  /MISSING=LISTWISE.
```

Partial Corr

Correlations

Control Variables			Job autonomy - T1	FW T1 agency and free will subscales
Self-esteem T1 & Self-efficacy T1 & Trait self-control T1 & implicit theories T1 & locus of control T1	Job autonomy - T1	Correlation	1.000	.320
		Significance (2-tailed)	.	.000
		df	0	202
	FW T1 agency and free will subscales	Correlation	.320	1.000
		Significance (2-tailed)	.000	.
		df	202	0

```
PARTIAL CORR
  /VARIABLES= jobaut2 FWDfwagency  BY selfest selfeff selfcontrol ess_kind loc
us
  /SIGNIFICANCE=TWOTAIL
  /MISSING=LISTWISE.
```

Partial Corr

Correlations

Control Variables			Job autonomy - T2	FW T1 agency and free will subscales
Self-esteem T1 & Self-efficacy T1 & Trait self-control T1 & implicit theories T1 & locus of control T1	Job autonomy - T2	Correlation	1.000	.357
		Significance (2-tailed)	.	.000
		df	0	130
	FW T1 agency and free will subscales	Correlation	.357	1.000
		Significance (2-tailed)	.000	.
		df	130	0

```
* first step for a mediation model fw->jobaut->satisfaction.
PARTIAL CORR
  /VARIABLES= jobsat1 FWDfwagency  BY jobaut
  /SIGNIFICANCE=TWOTAIL
  /MISSING=LISTWISE.
```

Partial Corr

Correlations

Control Variables			Job satisfaction T1	FW T1 agency and free will subscales
Job autonomy - T1	Job satisfaction T1	Correlation	1.000	.137
		Significance (2-tailed)	.	.048
		df	0	206
	FW T1 agency and free will subscales	Correlation	.137	1.000
		Significance (2-tailed)	.048	.
		df	206	0

```
PARTIAL CORR
  /VARIABLES= jobsat2 FWDfwagency  BY jobaut2
  /SIGNIFICANCE=TWOTAIL
  /MISSING=LISTWISE.
```

Partial Corr

Correlations

Control Variables			Job satisfaction T2	FW T1 agency and free will subscales
Job autonomy - T2	Job satisfaction T2	Correlation	1.000	.016
		Significance (2-tailed)	.	.851
		df	0	134
	FW T1 agency and free will subscales	Correlation	.016	1.000
		Significance (2-tailed)	.851	.
		df	134	0

```
* stepwise comparison to other agency constructs (Stillman et al., 2010).
REGRESSION
  /MISSING LISTWISE
  /DESCRIPTIVES MEAN  STDDEV
  /STATISTICS COEFF OUTS R ANOVA CHANGE CI(95) TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT jobsat1
  /METHOD=STEPWISE selfest selfeff selfcontrol FWDfwagency ess_kind locus.
```

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Job satisfaction T1	4.9732	1.05450	209
Self-esteem T1	5.2900	1.24736	209
Self-efficacy T1	6.0750	.96477	209
Trait self-control T1	3.4807	.77088	209
FW T1 agency and free will subscales	4.9793	.71701	209
implicit theories T1	3.0269	1.04127	209
locus of control T1	6.8852	2.47220	209

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Self-esteem T1	.	Stepwise (Criteria: Probability-of-F-to-enter <= .050, Probability-of-F-to-remove >= .100).
2	Self-efficacy T1	.	Stepwise (Criteria: Probability-of-F-to-enter <= .050, Probability-of-F-to-remove >= .100).
3	FW T1 agency and free will subscales	.	Stepwise (Criteria: Probability-of-F-to-enter <= .050, Probability-of-F-to-remove >= .100).
4	Trait self-control T1	.	Stepwise (Criteria: Probability-of-F-to-enter <= .050, Probability-of-F-to-remove >= .100).

a. Dependent Variable: Job satisfaction T1

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.351[a]	.123	.119	.98971	.123	29.123	1	207	.000
2	.413[b]	.170	.162	.96520	.047	11.650	1	206	.001
3	.433[c]	.187	.175	.95751	.017	4.320	1	205	.039
4	.451[d]	.204	.188	.95016	.016	4.184	1	204	.042

a. Predictors: (Constant), Self-esteem T1

b. Predictors: (Constant), Self-esteem T1, Self-efficacy T1

c. Predictors: (Constant), Self-esteem T1, Self-efficacy T1, FW T1 agency and free will subscales

d. Predictors: (Constant), Self-esteem T1, Self-efficacy T1, FW T1 agency and free will subscales, Trait self-control T1

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	28.527	1	28.527	29.123	.000[b]
	Residual	202.763	207	.980		
	Total	231.290	208			
2	Regression	39.380	2	19.690	21.136	.000[c]
	Residual	191.910	206	.932		
	Total	231.290	208			
3	Regression	43.341	3	14.447	15.758	.000[d]
	Residual	187.949	205	.917		
	Total	231.290	208			
4	Regression	47.118	4	11.780	13.048	.000[e]
	Residual	184.172	204	.903		
	Total	231.290	208			

a. Dependent Variable: Job satisfaction T1

b. Predictors: (Constant), Self-esteem T1

c. Predictors: (Constant), Self-esteem T1, Self-efficacy T1

d. Predictors: (Constant), Self-esteem T1, Self-efficacy T1, FW T1 agency and free will subscales

e. Predictors: (Constant), Self-esteem T1, Self-efficacy T1, FW T1 agency and free will subscales, Trait self-control T1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF
1	(Constant)	3.403	.299		11.381	.000	2.813	3.992		
	Self-esteem T1	.297	.055	.351	5.397	.000	.188	.405	1.000	1.000
2	(Constant)	2.259	.444		5.085	.000	1.383	3.135		
	Self-esteem T1	.216	.059	.255	3.676	.000	.100	.331	.836	1.196
	Self-efficacy T1	.259	.076	.237	3.413	.001	.109	.409	.836	1.196
3	(Constant)	1.660	.527		3.152	.002	.621	2.698		
	Self-esteem T1	.189	.060	.224	3.176	.002	.072	.307	.798	1.254
	Self-efficacy T1	.201	.080	.183	2.496	.013	.042	.359	.734	1.363
	FW T1 agency and free will subscales	.220	.106	.149	2.079	.039	.011	.428	.767	1.303
4	(Constant)	1.313	.549		2.391	.018	.230	2.396		
	Self-esteem T1	.116	.069	.137	1.676	.095	-.020	.252	.583	1.715
	Self-efficacy T1	.197	.080	.180	2.466	.014	.039	.354	.733	1.364
	FW T1 agency and free will subscales	.224	.105	.152	2.135	.034	.017	.431	.767	1.304
	Trait self-control T1	.212	.103	.155	2.046	.042	.008	.416	.682	1.466

a. Dependent Variable: Job satisfaction T1

Excluded Variables[a]

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics		
						Tolerance	VIF	Minimum Tolerance
1	Self-efficacy T1	.237[b]	3.413	.001	.231	.836	1.196	.836
	Trait self-control T1	.156[b]	1.997	.047	.138	.683	1.465	.683
	FW T1 agency and free will subscales	.212[b]	3.112	.002	.212	.874	1.144	.874
	implicit theories T1	-.035[b]	-.527	.599	-.037	.961	1.041	.961
	locus of control T1	.007[b]	.099	.921	.007	.950	1.053	.950
2	Trait self-control T1	.152[c]	1.987	.048	.137	.682	1.465	.606
	FW T1 agency and free will subscales	.149[c]	2.079	.039	.144	.767	1.303	.734
	implicit theories T1	-.019[c]	-.296	.767	-.021	.956	1.046	.816
	locus of control T1	.026[c]	.398	.691	.028	.942	1.061	.788
3	Trait self-control T1	.155[d]	2.046	.042	.142	.682	1.466	.583
	implicit theories T1	-.004[d]	-.058	.954	-.004	.943	1.061	.733
	locus of control T1	.003[d]	.052	.959	.004	.916	1.092	.719
4	implicit theories T1	.004[e]	.056	.955	.004	.940	1.064	.579
	locus of control T1	-.014[e]	-.206	.837	-.014	.901	1.110	.576

a. Dependent Variable: Job satisfaction T1

b. Predictors in the Model: (Constant), Self-esteem T1

c. Predictors in the Model: (Constant), Self-esteem T1, Self-efficacy T1

d. Predictors in the Model: (Constant), Self-esteem T1, Self-efficacy T1, FW T1 agency and free will subscales

e. Predictors in the Model: (Constant), Self-esteem T1, Self-efficacy T1, FW T1 agency and free will subscales, Trait self-control T1

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REGRESSION
  /MISSING LISTWISE
  /DESCRIPTIVES MEAN  STDDEV
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/STATISTICS COEFF OUTS R ANOVA CHANGE CI(95) TOL
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT jobsat2
/METHOD=STEPWISE selfest selfeff selfcontrol FWDfwagency ess_kind locus.
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Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Job satisfaction T2	4.9343	1.22189	137
Self-esteem T1	5.2971	1.29399	137
Self-efficacy T1	6.0268	1.02586	137
Trait self-control T1	3.4795	.80905	137
FW T1 agency and free will subscales	4.9676	.71071	137
implicit theories T1	3.0447	1.05651	137
locus of control T1	7.0073	2.59382	137

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Self-efficacy T1	.	Stepwise (Criteria: Probability-of-F-to-enter <= .050, Probability-of-F-to-remove >= .100).
2	FW T1 agency and free will subscales	.	Stepwise (Criteria: Probability-of-F-to-enter <= .050, Probability-of-F-to-remove >= .100).

a. Dependent Variable: Job satisfaction T2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.315[a]	.099	.092	1.16411	.099	14.835	1	135	.000
2	.371[b]	.137	.125	1.14326	.038	5.969	1	134	.016

a. Predictors: (Constant), Self-efficacy T1

b. Predictors: (Constant), Self-efficacy T1, FW T1 agency and free will subscales

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	20.104	1	20.104	14.835	.000[b]
	Residual	182.945	135	1.355		
	Total	203.049	136			
2	Regression	27.906	2	13.953	10.675	.000[c]
	Residual	175.143	134	1.307		
	Total	203.049	136			

a. Dependent Variable: Job satisfaction T2

b. Predictors: (Constant), Self-efficacy T1

c. Predictors: (Constant), Self-efficacy T1, FW T1 agency and free will subscales

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF
1	(Constant)	2.676	.595		4.498	.000	1.499	3.852		
	Self-efficacy T1	.375	.097	.315	3.852	.000	.182	.567	1.000	1.000
2	(Constant)	1.459	.768		1.901	.059	-.059	2.977		
	Self-efficacy T1	.274	.104	.230	2.634	.009	.068	.480	.843	1.186
	FW T1 agency and free will subscales	.367	.150	.213	2.443	.016	.070	.664	.843	1.186

a. Dependent Variable: Job satisfaction T2

Excluded Variables[a]

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics		
						Tolerance	VIF	Minimum Tolerance
1	Self-esteem T1	.198[b]	2.187	.030	.186	.789	1.267	.789
	Trait self-control T1	.169[b]	2.017	.046	.172	.933	1.072	.933
	FW T1 agency and free will subscales	.213[b]	2.443	.016	.207	.843	1.186	.843
	implicit theories T1	-.157[b]	-1.932	.055	-.165	.994	1.006	.994
	locus of control T1	.053[b]	.647	.519	.056	1.000	1.000	1.000
2	Self-esteem T1	.156[c]	1.691	.093	.145	.747	1.338	.730
	Trait self-control T1	.161[c]	1.956	.053	.167	.932	1.073	.801
	implicit theories T1	-.132[c]	-1.634	.105	-.140	.975	1.026	.827
	locus of control T1	.003[c]	.034	.973	.003	.934	1.071	.788

a. Dependent Variable: Job satisfaction T2

b. Predictors in the Model: (Constant), Self-efficacy T1

c. Predictors in the Model: (Constant), Self-efficacy T1, FW T1 agency and free will subscales

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* controlling for other agency constructs (Stillman et al., 2010).
REGRESSION
  /MISSING LISTWISE
  /DESCRIPTIVES MEAN  STDDEV
  /STATISTICS COEFF OUTS R ANOVA CHANGE CI(95) TOL
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  /NOORIGIN
  /DEPENDENT jobsat1
  /METHOD=ENTER selfest selfeff selfcontrol ess_kind locus
  /METHOD=ENTER FWDfwagency .
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Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Job satisfaction T1	4.9732	1.05450	209
Self-esteem T1	5.2900	1.24736	209
Self-efficacy T1	6.0750	.96477	209
Trait self-control T1	3.4807	.77088	209
implicit theories T1	3.0269	1.04127	209
locus of control T1	6.8852	2.47220	209
FW T1 agency and free will subscales	4.9793	.71701	209

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	locus of control T1, Self-efficacy T1, implicit theories T1, Trait self-control T1, Self-esteem T1[b]	.	Enter
2	FW T1 agency and free will ...[b]	.	Enter

a. Dependent Variable: Job satisfaction T1

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.431[a]	.186	.166	.96294	.186	9.287	5	203	.000
2	.452[b]	.204	.180	.95475	.018	4.500	1	202	.035

a. Predictors: (Constant), locus of control T1, Self-efficacy T1, implicit theories T1, Trait self-control T1, Self-esteem T1

b. Predictors: (Constant), locus of control T1, Self-efficacy T1, implicit theories T1, Trait self-control T1, Self-esteem

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	43.056	5	8.611	9.287	.000[b]
	Residual	188.234	203	.927		
	Total	231.290	208			
2	Regression	47.158	6	7.860	8.622	.000[c]
	Residual	184.132	202	.912		
	Total	231.290	208			

a. Dependent Variable: Job satisfaction T1

b. Predictors: (Constant), locus of control T1, Self-efficacy T1, implicit theories T1, Trait self-control T1, Self-esteem T1

c. Predictors: (Constant), locus of control T1, Self-efficacy T1, implicit theories T1, Trait self-control T1, Self-esteem T1, FW T1 agency and free will subscales

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF
1	(Constant)	1.962	.584		3.361	.001	.811	3.112		
	Self-esteem T1	.142	.070	.168	2.032	.043	.004	.279	.589	1.699
	Self-efficacy T1	.256	.076	.235	3.360	.001	.106	.407	.823	1.215
	Trait self-control T1	.205	.106	.150	1.936	.054	-.004	.413	.672	1.489
	implicit theories T1	-.011	.066	-.011	-.170	.865	-.142	.120	.932	1.073
	locus of control T1	.004	.028	.009	.136	.892	-.052	.060	.908	1.101
2	(Constant)	1.321	.653		2.024	.044	.034	2.608		
	Self-esteem T1	.118	.070	.139	1.679	.095	-.021	.256	.573	1.744
	Self-efficacy T1	.194	.081	.178	2.398	.017	.035	.354	.716	1.396
	Trait self-control T1	.214	.105	.157	2.045	.042	.008	.421	.670	1.492
	implicit theories T1	.002	.066	.002	.029	.977	-.129	.132	.923	1.083
	locus of control T1	-.006	.028	-.013	-.200	.842	-.062	.050	.885	1.129
	FW T1 agency and free will subscales	.228	.108	.155	2.121	.035	.016	.440	.738	1.356

a. Dependent Variable: Job satisfaction T1

Excluded Variables[a]

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics		
						Tolerance	VIF	Minimum Tolerance
1	FW T1 agency and free will subscales	.155[b]	2.121	.035	.148	.738	1.356	.573

a. Dependent Variable: Job satisfaction T1

b. Predictors in the Model: (Constant), locus of control T1, Self-efficacy T1, implicit theories T1, Trait self-control T1, Self-esteem T1

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REGRESSION
  /MISSING LISTWISE
  /DESCRIPTIVES MEAN  STDDEV
  /STATISTICS COEFF OUTS R ANOVA CHANGE CI(95)
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  /NOORIGIN
  /DEPENDENT jobsat2
  /METHOD=ENTER selfest selfeff selfcontrol ess_kind locus
  /METHOD=ENTER FWDfwagency.
```

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Job satisfaction T2	4.9343	1.22189	137
Self-esteem T1	5.2971	1.29399	137
Self-efficacy T1	6.0268	1.02586	137
Trait self-control T1	3.4795	.80905	137
implicit theories T1	3.0447	1.05651	137
locus of control T1	7.0073	2.59382	137
FW T1 agency and free will subscales	4.9676	.71071	137

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	locus of control T1, Self-efficacy T1, implicit theories T1, Trait self-control T1, Self-esteem T1[b]	.	Enter
2	FW T1 agency and free will ...[b]	.	Enter

a. Dependent Variable: Job satisfaction T2

b. All requested variables entered.

Model Summary

					Change Statistics				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change
1	.395[a]	.156	.124	1.14378	.156	4.841	5	131	.000
2	.427[b]	.182	.145	1.13004	.026	4.206	1	130	.042

a. Predictors: (Constant), locus of control T1, Self-efficacy T1, implicit theories T1, Trait self-control T1, Self-esteem T1

b. Predictors: (Constant), locus of control T1, Self-efficacy T1, implicit theories T1, Trait self-control T1, Self-esteem

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	31.669	5	6.334	4.841	.000[b]
	Residual	171.380	131	1.308		
	Total	203.049	136			
2	Regression	37.040	6	6.173	4.834	.000[c]
	Residual	166.009	130	1.277		
	Total	203.049	136			

a. Dependent Variable: Job satisfaction T2

b. Predictors: (Constant), locus of control T1, Self-efficacy T1, implicit theories T1, Trait self-control T1, Self-esteem T1

c. Predictors: (Constant), locus of control T1, Self-efficacy T1, implicit theories T1, Trait self-control T1, Self-esteem T1, FW T1 agency and free will subscales

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	2.811	.804		3.496	.001	1.220	4.403
	Self-esteem T1	.131	.100	.139	1.314	.191	-.066	.329
	Self-efficacy T1	.257	.108	.216	2.372	.019	.043	.471
	Trait self-control T1	.141	.147	.094	.960	.339	-.150	.433
	implicit theories T1	-.165	.097	-.143	-1.702	.091	-.357	.027
	locus of control T1	-.016	.040	-.034	-.392	.696	-.096	.064
2	(Constant)	1.800	.935		1.924	.057	-.051	3.650
	Self-esteem T1	.086	.101	.091	.846	.399	-.115	.286
	Self-efficacy T1	.188	.112	.158	1.678	.096	-.034	.410
	Trait self-control T1	.180	.147	.119	1.229	.221	-.110	.471
	implicit theories T1	-.150	.096	-.130	-1.563	.120	-.340	.040
	locus of control T1	-.033	.041	-.071	-.814	.417	-.114	.048
	FW T1 agency and free will subscales	.324	.158	.188	2.051	.042	.011	.637

a. Dependent Variable: Job satisfaction T2

Excluded Variables[a]

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics
						Tolerance
1	FW T1 agency and free will subscales	.188[b]	2.051	.042	.177	.745

a. Dependent Variable: Job satisfaction T2

b. Predictors in the Model: (Constant), locus of control T1, Self-efficacy T1, implicit theories T1, Trait self-control T1, Self-esteem T1