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APPENDIX A

1. Descriptive statistics for the total sample

1.1: Experience of Work and Life Circumstances Questionnaire-raw scores

Subscale		N	Mean	Standard deviation	Standard error	Kurtosis	Skewness
Level of stress		206	73.76	20.09	1.40	2.06	1.31
Causes outside the work situation		206	25.30	6.59	0.46	1.28	1.19
Causes within the work situation	Organizational functioning	206	20.31	5.62	0.39	-0.30	-0.34
	Task characteristics	206	50.24	7.17	0.50	-0.66	-0.24
	Physical working conditions	206	24.54	5.87	0.41	0.87	-0.81
	Career matters	206	24.34	6.35	0.44	0.35	-0.62
	Social matters	206	24.56	4.63	0.32	0.83	-0.68
	Remuneration; fringe benefits and personnel policy	206	28.43	8.74	0.61	-0.19	-0.21

1.2: Distribution of standard scores for levels of stress

Subscale	Level of stress	N	%
Level of stress	Normal	146	70.9
	High	35	17.0
	Very high	25	12.1
Causes outside the work situation	Normal	185	89.8
	High	12	5.8
	Very high	9	4.4
Organizational functioning	Normal	155	75.2
	High	39	18.9
	Very high	12	5.8
Task characteristics	Normal	181	87.9
	High	24	11.7
	Very high	1	0.5
Physical working conditions	Normal	179	86.9
	High	19	9.2
	Very high	8	3.9
Career matters	Normal	146	70.9
	High	35	17.0
	Very high	25	12.1
Social matters	Normal	169	82.0
	High	28	13.6
	Very high	9	4.4
Remuneration; fringe benefits and personnel policy	Normal	155	75.2
	High	29	14.1
	Very high	22	10.7

Table 1.3: Experience of Work and Life Circumstances Questionnaire-norm scores

Subscale		N	Mean	Standard deviation
Level of stress #		206	1.41	0.70
Causes outside the work situation #		206	1.14	0.46
Causes within the work situation	Organizational functioning *	206	2.69	0.57
	Task characteristics *	206	2.87	0.35
	Physical working conditions *	206	2.83	0.47
	Career matters *	206	2.59	0.70
	Social matters *	206	2.78	0.51
	Remuneration; fringe benefits and personnel policy *	206	2.65	0.67

Normal = 1, high = 2, very high = 3

* Normal = 3, high = 2, very high = 1

1.4: Reliability coefficients Cronbach alpha for the Experience of Work and Life Circumstances Questionnaire

		Variable	N	Cronbach alpha
Overall WLQ			206	0.848
Level of stress			206	0.950
Causes outside the work situation			206	0.804
Causes within the work situation	Organizational functioning		206	0.829
	Task characteristics		206	0.738
	Physical working conditions		206	0.837
	Career matters		206	0.845
	Social matters		206	0.794
	Remuneration; fringe benefits and personnel policy		206	0.891

1.5: Aggression in the Workplace-witnessed

Scale (Witnessed)	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness
Overall	205	75.58	20.69	1.45	-0.17	0.57
Expressions of Hostility	205	37.27	11.57	0.81	-0.21	0.52
Obstructionism	205	26.43	8.05	0.56	0.43	0.60
Overt Aggression	205	11.87	3.37	0.24	3.60	1.70

1.6: Aggression in the Workplace-experienced

Scale (Experienced)	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness
Overall	206	63.18	19.34	1.35	1.93	0.71
Expressions of Hostility	206	30.30	10.36	0.72	1.53	0.80
Obstructionism	205	22.49	7.98	0.56	1.25	0.98
Overt Aggression	203	10.66	2.78	0.19	12.57	3.07

1.7: Reliability coefficients Cronbach alpha for the Aggression in the Workplace Questionnaire

Witnessed	N	Cronbach alpha	Experienced	N	Cronbach alpha
Overall	205	0.943	Overall	206	0.950
Expressions of Hostility	202	0.881	Expressions of Hostility	202	0.874
Obstructionism	202	0.873	Obstructionism	202	0.876
Overt Aggression	202	0.886	Overt Aggression	202	0.901

1.8: IPAT Anxiety Scale

Scale	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness
Factor -C	206	3.69	2.44	0.17	-0.012	0.61
Factor L	206	3.36	1.92	0.13	-0.47	0.13
Factor O	206	8.24	4.18	0.29	-0.39	0.40
Factor -Q ₃	206	4.82	2.89	0.20	0.14	0.52
Factor Q ₄	206	6.56	3.91	0.27	-0.66	0.34
Score A	206	13.89	6.29	0.44	-0.12	0.43
Score B	206	12.80	7.04	0.49	-0.41	0.43
Total score	206	26.68	12.17	0.85	-0.22	0.41

1.9: Reliability coefficients Cronbach alpha for the IPAT Anxiety Scale

Scale	N	Cronbach alpha
Factor -C	188	0.916
Factor L	189	0.917
Factor O	203	0.931
Factor -Q ₃	192	0.844
Factor Q ₄	199	0.930
Score A	205	0.932
Score B	204	0.956
Total score	206	0.977

1.10: Beck Depression Inventory

Scale	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness
Depression	205	6.93	6.57	0.46	3.08	1.70

1.11: Reliability Coefficients Cronbach alpha of the Beck Depression Inventory

Scale	N	Cronbach alpha
Depression	191	0.945

1.12: Penn State Worry Questionnaire

Scale	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness
Worry	203	41.36	11.14	0.78	0.01	0.63

1.13: Reliability of the Penn State Worry Questionnaire

Scale	N	Cronbach alpha
Worry	203	0.910

1.14: Social Problem-Solving Inventory-Revised

Scale	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness
Positive Problem Orientation Scale	205	18.23	3.28	0.23	0.44	-0.43
Negative Problem Orientation Scale	206	18.48	6.24	0.43	1.034	0.93
Rational Problem Solving Scale	205	67.45	12.40	0.87	0.57	-0.35
Problem Definition and Formulation Subscale	205	17.77	3.35	0.23	0.46	-0.25
Generation of Alternatives Subscale	205	17.18	3.50	0.24	0.02	-0.42
Decision Making Subscale	205	16.39	3.29	0.23	0.27	-0.18
Solution Implementation and Verification Subscale	205	16.11	3.75	0.26	0.18	-0.27
Impulsivity/ Carelessness Style Scale	205	18.36	5.33	0.37	1.17	0.99
Avoidance Style Scale	205	12.74	4.10	0.29	0.34	0.75
Social Problem Solving	206	16.44	2.43	0.17	3.74	-1.21

1.15: Reliability coefficients Cronbach alpha for the Social Problem-Solving Inventory

Scale	N	Cronbach alpha
Positive Problem Orientation Scale	205	0.745
Negative Problem Orientation Scale	206	0.889
Rational Problem Solving Scale	205	0.939
Problem Definition and Formulation Subscale	205	0.838
Generation of Alternatives Subscale	205	0.825
Decision Making Subscale	205	0.730
Solution Implementation and Verification Subscale	205	0.870
Impulsivity/ Carelessness Style Scale	205	0.815
Avoidance Style Scale	205	0.753
Social Problem Solving	206	0.887

2. Descriptive statistics for gender

2.1: Experience of Work and Life Circumstances Questionnaire

Subscale	Gender	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size	
Level of stress	Male	121	74.36	20.57	1.87	2.54	1.43	-0.03	
	Female	85	72.92	19.47	2.11	1.26	1.13	0.04	
Causes outside the work situation	Male	121	25.11	6.17	0.56	1.54	1.16	0.03	
	Female	85	25.56	7.17	0.78	0.96	1.19	-0.04	
Causes within the work situation	Organizational functioning	Male	121	20.27	5.50	0.50	0.05	-0.53	0.01
		Female	85	20.36	5.82	0.63	-0.69	-0.13	-0.01
	Task characteristics	Male	121	50.00	7.14	0.65	-0.91	-0.16	0.03
		Female	85	50.59	7.25	0.79	-0.25	-0.36	-0.05
	Physical working conditions	Male	121	25.17	5.68	0.52	0.61	-0.78	-0.11
		Female	85	23.66	6.04	0.66	1.19	-0.85	0.15
	Career matters	Male	121	24.52	5.97	0.54	0.58	-0.59	-0.03
		Female	85	24.09	6.88	0.75	0.08	-0.61	0.04
	Social matters	Male	121	24.12	4.28	0.39	0.24	-0.54	0.10
		Female	85	25.19	5.04	0.55	1.54	-0.93	-0.13
	Remuneration; fringe benefits and personnel policy	Male	121	28.74	8.53	0.78	0.17	-0.35	-0.04
		Female	85	28.00	9.05	0.98	-0.52	-0.03	0.05

2.2: Aggression in the Workplace Questionnaire-witnessed

Scale (Witnessed)	Gender	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Overall	Male	120	77.11	19.33	1.76	-0.03	0.58	-0.08
	Female	85	73.40	22.41	2.43	-0.24	0.64	0.10
Expressions of Hostility	Male	120	37.75	10.81	0.99	0.05	0.54	-0.04
	Female	85	36.60	12.59	1.37	-0.44	0.55	0.06
Obstructionism	Male	120	27.25	7.57	0.69	1.35	0.72	-0.10
	Female	85	25.28	8.60	0.93	-0.30	0.61	0.14
Overt Aggression	Male	120	12.11	3.68	0.34	3.70	1.75	-0.07
	Female	85	11.52	2.86	0.31	0.92	1.27	0.11

2.3: Aggression in the Workplace Questionnaire-experienced

Scale (Experienced)	Gender	N	Mean	Standard deviation	Standard Error	Kurtosis	Skewness	Effect size
Overall	Male	121	64.69	19.68	1.79	2.19	0.67	-0.08
	Female	85	61.05	18.75	2.03	1.73	0.79	0.11
Expressions of Hostility	Male	121	30.74	10.38	0.94	2.28	0.86	-0.04
	Female	85	29.67	10.36	1.12	0.59	0.72	0.06
Obstructionism	Male	120	23.52	7.85	0.72	1.39	0.94	-0.13
	Female	85	21.05	7.99	0.87	1.54	1.15	0.18
Overt Aggression	Male	119	10.81	3.07	0.28	12.12	3.05	-0.05
	Female	84	10.45	2.30	0.25	9.23	2.72	0.08

2.4: IPAT Anxiety Scale

Scale	Gender	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Factor -C	Male	121	3.41	2.38	0.22	-0.12	0.58	0.12
	Female	85	4.09	2.48	0.27	0.07	0.65	-0.16
Factor L	Male	121	3.29	1.95	0.18	-0.62	0.13	0.04
	Female	85	3.47	1.88	0.20	-0.18	0.17	-0.06
Factor O	Male	121	7.74	4.09	0.37	0.10	0.63	0.12
	Female	85	8.95	4.22	0.46	-0.70	0.11	-0.17
Factor -Q₃	Male	121	4.60	3.08	0.28	0.39	0.77	0.07
	Female	85	5.13	2.58	0.28	-0.17	0.06	0.11
Factor Q₄	Male	121	6.12	3.85	0.35	-0.47	0.41	0.11
	Female	85	7.20	3.92	0.43	-0.85	0.24	-0.16
Score A	Male	121	13.45	6.52	0.59	0.03	0.69	0.07
	Female	85	14.52	5.94	0.64	-0.03	0.02	-0.10
Score B	Male	121	11.72	6.75	0.61	0.35	0.60	0.16
	Female	85	14.33	7.20	0.78	-1.05	0.20	-0.22
Total score	Male	121	25.17	12.26	1.11	0.33	0.66	0.12
	Female	85	28.85	11.79	1.28	-0.63	0.10	-0.18

2.5: Beck Depression Inventory

Scale	Gender	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Depression	Male	120	6.65	6.31	0.58	3.65	1.81	0.04
	Female	85	7.34	6.94	0.75	2.62	1.59	-0.06

2.6: Penn State Worry Questionnaire

Scale	Gender	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Worry	Male	118	39.25	10.22	0.94	0.02	0.70	0.19 (0.20*)
	Female	85	44.31	11.74	1.27	-0.06	0.47	-0.26

*Uncorrected

2.7: Social Problem-Solving Inventory

Scale	Gender	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Positive Problem Orientation Scale	Male	121	18.41	3.25	0.30	0.24	-0.58	-0.05 (-0.06*)
	Female	84	17.96	3.33	0.36	0.90	-0.24	0.08
Negative Problem Orientation Scale	Male	121	17.58	6.06	0.55	1.47	1.24	0.15
	Female	85	19.75	6.31	0.68	1.19	0.60	-0.20
Rational Problem Solving Scale	Male	121	68.62	12.79	1.16	0.22	-0.40	-0.09
	Female	84	65.76	11.68	1.27	1.48	-0.38	0.14
Problem Definition and Formulation Subscale	Male	121	18.08	3.53	0.32	0.17	-0.32	-0.09
	Female	84	17.31	3.05	0.33	1.32	-0.28	0.14
Generation of Alternatives Subscale	Male	121	17.59	3.58	0.33	-0.21	-0.43	-0.12
	Female	84	16.60	3.33	0.36	0.52	-0.54	0.17
Decision Making Subscale	Male	121	16.60	3.27	0.30	0.16	-0.29	-0.06
	Female	84	16.08	3.32	0.36	0.62	-0.02	0.09
Solution Implementation and Verification Subscale	Male	121	16.36	3.91	0.36	0.12	-0.24	-0.07
	Female	84	15.77	3.51	0.38	0.28	-0.42	0.09
Impulsivity/ Carelessness Style Scale	Male	121	17.91	5.25	0.48	1.10	0.97	0.08
	Female	84	19.00	5.42	0.59	1.37	1.04	-0.12
Avoidance Style Scale	Male	121	12.74	4.20	0.38	0.73	0.88	0.00
	Female	84	12.74	3.99	0.43	-0.29	0.54	0.00
Social Problem Solving	Male	121	16.74	2.27	0.21	0.84	-0.82	-0.13
	Female	85	16.03	2.60	0.28	5.83	-1.53	0.16 (0.17*)

*Uncorrected

3. Descriptive statistics for the four age groups

3.1: Experience of Work and Life Circumstances Questionnaire

Subscale	Age (years)	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size	
Level of stress	20-29	24	67.17	14.16	2.89	-1.28	0.08	0.34	
	30-39	78	73.69	20.86	2.36	1.48	1.27	0.00	
	40-49	59	75.92	20.41	2.66	3.25	1.50	-0.11	
	50+	43	72.93	19.22	2.93	1.90	1.28	0.04	
Causes outside the work situation	20-29	24	24.42	6.51	1.33	-0.54	0.81	0.13	
	30-39	78	25.28	6.51	0.74	1.27	1.26	0.00	
	40-49	59	25.19	5.84	0.76	1.74	1.26	0.02	
	50+	43	25.44	7.15	1.09	1.14	1.02	-0.02	
Causes within the work situation	Organizational functioning	20-29	24	21.67	5.52	1.13	-1.47	-0.36	-0.24
		30-39	78	20.92	5.62	0.64	-0.024	-0.40	-0.11
		40-49	59	19.24	5.56	0.72	-0.32	-0.36	0.19
		50+	43	20.42	5.27	0.80	0.13	-0.23	-0.02
	Task characteristics	20-29	24	49.88	7.39	1.51	-1.15	0.09	0.05
		30-39	78	49.99	7.23	0.82	-0.71	-0.13	0.03
		40-49	59	50.22	6.52	0.85	-0.21	-0.49	0.00
	Physical working conditions	50+	43	51.53	7.45	1.14	-0.81	-0.34	-0.18
		20-29	24	25.08	6.93	1.42	0.44	-0.96	-0.09
		30-39	78	24.56	5.42	0.61	2.86	-1.26	0.00
		40-49	59	23.69	6.23	0.81	-0.11	-0.48	0.14
	Career matters	50+	43	26.00	4.67	0.71	-1.07	0.14	-0.26
		20-29	24	24.67	4.78	0.98	0.08	0.06	-0.05
		30-39	78	24.86	6.93	0.79	0.37	-0.76	-0.08
		40-49	59	23.42	6.11	0.80	0.67	-0.64	0.15
	Social matters	50+	43	25.09	5.79	0.88	-0.47	-0.33	-0.12
		20-29	24	26.00	4.56	0.93	0.09	-0.56	-0.31
		30-39	78	24.82	4.43	0.50	0.13	-0.49	-0.06
		40-49	59	24.29	4.61	0.60	1.27	-0.62	0.06
	Remuneration; fringe benefits and personnel policy	50+	43	24.21	4.31	0.66	0.73	-0.79	0.08
20-29		24	28.25	9.67	1.97	0.03	-0.32	0.02	
30-39		78	29.53	8.30	0.94	-0.34	-0.22	-0.13	
40-49		59	27.85	9.08	1.18	0.21	-0.21	0.07	
50+	43	27.81	8.55	1.30	-0.33	-0.17	0.07		

3.2: Aggression in the Workplace-witnessed

Scale (Witnessed)	Age	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect Size
Overall	20-29	24	73.92	21.45	4.38	0.78	0.83	0.08
	30-39	78	77.62	21.24	2.40	-0.99	0.32	-0.10
	40-49	59	75.09	18.58	2.44	2.18	1.02	0.02
	50+	43	72.53	22.09	3.37	-0.30	0.65	0.15
Expressions of Hostility	20-29	24	38.17	13.39	2.73	0.13	0.64	-0.08
	30-39	78	38.50	12.00	1.36	-1.11	0.32	-0.10 (-0.11*)
	40-49	58	36.72	10.42	1.37	2.48	1.01	0.05
Obstructionism	50+	43	34.74	11.11	1.69	-0.87	0.39	0.22
	20-29	24	24.50	6.47	1.32	-0.01	0.43	0.24
	30-39	78	27.22	8.37	0.95	-0.57	0.38	-0.10
	40-49	58	26.86	7.51	0.99	1.80	0.80	-0.05
Overt Aggression	50+	43	25.51	9.02	1.38	1.13	0.83	0.11
	20-29	24	11.25	2.79	0.57	3.41	1.77	0.19
	30-39	78	11.90	3.25	0.37	0.42	1.10	-0.01
	40-49	58	11.50	2.92	0.38	7.29	2.22	0.11
50+	43	12.28	3.95	0.60	4.76	1.86	-0.12	

*Uncorrected

3.3: Aggression in the Workplace-experienced

Scale (Experienced)	Age	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect Size
Overall	20-29	24	56.37	10.03	2.05	-0.94	0.30	0.36 (0.37*)
	30-39	78	64.50	18.91	2.14	-0.22	0.84	-0.07
	40-49	59	64.59	18.71	2.44	4.40	1.80	-0.07
	50+	43	61.58	23.84	3.64	1.38	-0.19	0.08
Expressions of Hostility	20-29	24	28.12	7.31	1.49	-0.80	0.50	0.22
	30-39	78	30.90	10.42	1.18	-0.38	0.82	-0.06
	40-49	59	30.59	10.20	1.33	5.74	1.85	-0.03
	50+	43	29.44	11.84	1.81	0.42	-0.08	0.08
Obstructionism	20-29	24	18.50	3.56	0.73	-1.51	-0.02	0.52
	30-39	78	23.10	8.33	0.94	0.13	0.91	-0.08
	40-49	59	23.53	8.12	1.06	2.76	1.55	-0.13
	50+	42	21.95	8.39	1.29	0.20	0.03	0.07
Overt Aggression	20-29	24	9.75	1.11	0.23	2.04	1.57	0.34
	30-39	78	10.50	2.56	0.29	6.73	2.46	0.06
	40-49	59	10.47	1.98	0.26	2.49	1.65	0.07
	50+	40	11.50	4.16	0.66	8.60	2.85	-0.27 (-0.28*)

*Uncorrected

3.4: IPAT Anxiety Scale

Scale	Age	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Factor -C	20-29	24	4.25	2.56	0.52	2.32	1.07	-0.23
	30-39	78	3.34	2.26	0.26	-0.03	0.69	0.15
	40-49	59	3.93	2.42	0.32	-0.30	0.49	-0.10
	50+	43	3.58	2.67	0.41	-0.53	0.51	0.04
Factor L	20-29	24	2.83	1.60	0.33	-0.49	0.36	0.28
	30-39	78	3.47	1.94	0.22	-0.37	0.00	-0.06
	40-49	59	3.05	2.05	0.27	-0.22	0.40	0.16
	50+	43	3.79	1.77	0.27	-0.60	0.03	-0.23
Factor O	20-29	24	7.67	3.62	0.74	-0.72	0.17	0.14
	30-39	78	8.04	4.43	0.50	-0.49	0.33	0.05
	40-49	59	8.31	4.17	0.54	-0.07	0.52	-0.02
	50+	43	8.56	3.83	0.58	-1.09	0.40	-0.08
Factor -Q ₃	20-29	24	5.08	2.32	0.47	0.11	0.19	-0.09
	30-39	78	4.94	3.22	0.37	0.28	0.62	-0.04
	40-49	59	4.25	2.81	0.37	-0.13	0.46	0.20
	50+	43	5.19	2.64	0.40	-0.53	0.57	-0.13
Factor Q ₄	20-29	24	7.21	3.78	0.77	-0.57	-0.21	-0.17
	30-39	78	6.18	3.65	0.41	-0.50	0.33	0.10
	40-49	59	6.75	4.25	0.55	-0.82	0.39	-0.05
	50+	43	6.42	3.94	0.60	-0.32	0.56	0.04
Score A	20-29	24	14.08	5.46	1.11	-0.69	0.09	-0.03
	30-39	78	13.74	6.52	0.74	0.11	0.44	0.02
	40-49	59	13.49	6.63	0.86	-0.24	0.59	0.06
	50+	43	14.26	5.94	0.91	0.36	0.49	-0.06
Score B	20-29	24	12.96	6.63	1.35	-0.31	0.25	-0.02
	30-39	78	12.23	6.98	0.79	-0.59	0.33	0.08
	40-49	59	12.80	7.39	0.96	0.02	0.60	0.00
	50+	43	13.28	6.84	1.04	-0.59	0.55	-0.07
Total score	20-29	24	27.04	11.00	2.25	-0.53	0.03	-0.03
	30-39	78	25.97	12.29	1.39	-0.03	0.33	0.06
	40-49	59	26.29	12.89	1.68	0.15	0.64	0.03
	50+	43	27.53	11.55	1.76	-0.79	0.51	-0.07

3.5: Beck Depression Inventory

Scale	Age	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Depression	20-29	24	6.75	5.70	1.16	0.51	1.10	0.03
	30-39	77	5.81	5.86	0.67	3.64	1.82	0.17
	40-49	59	7.17	7.15	0.93	3.94	1.96	-0.04
	50+	43	7.81	5.96	0.91	1.87	1.23	-0.14

3.6: Penn State Worry Questionnaire

Scale	Age	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Worry	20-29	24	41.63	10.43	2.13	-0.88	0.19	-0.02
	30-39	77	41.94	11.55	1.32	-0.02	0.58	-0.05
	40-49	59	41.61	12.09	1.57	0.02	0.80	-0.02
	50+	41	39.56	9.65	1.51	0.32	0.54	0.16 (0.17*)

*Uncorrected

3.7: Social Problem-Solving Inventory-Revised for age 20-29

Scale	Age	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Positive Problem Orientation Scale	20-29	24	18.00	2.77	0.56	0.13	0.71	0.07
Negative Problem Orientation Scale	20-29	24	19.67	6.33	1.29	1.46	1.12	-0.19
Rational Problem Solving Scale	20-29	24	63.79	11.74	2.40	0.99	0.19	0.30
Problem Definition and Formulation Subscale	20-29	24	17.04	3.46	0.71	0.87	0.03	0.22
Generation of Alternatives Subscale	20-29	24	15.92	3.44	0.70	1.16	0.67	0.36
Decision Making Subscale	20-29	24	15.46	3.05	0.62	-1.07	0.02	0.28
Solution Implementation and Verification Subscale	20-29	24	15.38	3.21	0.66	0.26	0.04	0.20
Impulsivity/ Carelessness Style Scale	20-29	24	19.38	5.78	1.18	1.09	0.92	-0.19
Avoidance Style Scale	20-29	24	12.79	3.95	0.81	-0.83	0.41	-0.01
Social Problem Solving	20-29	24	16.07	1.97	0.40	-0.77	-0.18	0.15

3.8: Social Problem-Solving Inventory-Revised for age 30-39

Scale	Age	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Positive Problem Orientation Scale	30-39	77	18.31	3.29	0.37	0.09	-0.34	-0.02
Negative Problem Orientation Scale	30-39	78	18.46	6.60	0.75	0.68	0.72	0.00
Rational Problem Solving Scale	30-39	77	67.48	12.85	1.46	0.09	-0.39	0.00
Problem Definition and Formulation Subscale	30-39	77	17.75	3.40	0.39	0.09	-0.19	0.01
Generation of Alternatives Subscale	30-39	77	17.27	3.46	0.39	0.52	-0.60	-0.03
Decision Making Subscale	30-39	77	16.53	3.41	0.39	0.11	-0.21	-0.04
Solution Implementation and Verification Subscale	30-39	77	15.92	3.95	0.45	-0.28	-0.30	0.05
Impulsivity/ Carelessness Style Scale	30-39	77	18.17	5.21	0.59	4.26	1.66	0.04
Avoidance Style Scale	30-39	77	12.88	4.25	0.48	0.08	0.75	-0.03
Social Problem Solving	30-39	78	16.35	2.79	0.32	5.31	-1.69	0.04

3.9: Social Problem-Solving Inventory-Revised for age 40-49

Scale	Age	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Positive Problem Orientation Scale	40-49	59	18.90	3.11	0.41	-0.32	-0.23	-0.21
Negative Problem Orientation Scale	40-49	59	18.32	6.76	0.88	1.43	1.27	0.03
Rational Problem Solving Scale	40-49	59	70.97	10.46	1.36	-0.26	-0.15	-0.29
Problem Definition and Formulation Subscale	40-49	59	18.63	2.94	0.38	0.08	-0.11	-0.26
Generation of Alternatives Subscale	40-49	59	18.27	3.19	0.42	0.34	-0.83	-0.32
Decision Making Subscale	40-49	59	17.12	2.89	0.38	0.29	0.19	-0.23
Solution Implementation and Verification Subscale	40-49	59	16.95	3.43	0.45	0.32	-0.17	-0.23
Impulsivity/ Carelessness Style Scale	40-49	59	17.56	5.45	0.71	0.06	0.93	0.15
Avoidance Style Scale	40-49	59	12.46	4.44	0.58	1.24	1.11	0.07
Social Problem Solving	40-49	59	16.95	2.30	0.30	1.72	-1.07	-0.21

3.10: Social Problem-Solving Inventory-Revised for age 50+

Scale	Age	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Positive Problem Orientation Scale	50+	43	17.72	3.16	0.48	0.85	-0.71	0.16
Negative Problem Orientation Scale	50+	43	17.67	4.53	0.69	-0.14	0.41	0.13
Rational Problem Solving Scale	50+	43	65.98	12.03	1.83	1.44	0.03	0.12
Problem Definition and Formulation Subscale	50+	43	17.40	3.19	0.49	1.17	-0.02	0.11
Generation of Alternatives Subscale	50+	43	16.58	3.36	0.51	-0.03	-0.02	0.17
Decision Making Subscale	50+	43	15.95	3.26	0.50	0.35	-0.04	0.14
Solution Implementation and Verification Subscale	50+	43	16.05	3.73	0.57	0.61	-0.07	0.02
Impulsivity/ Carelessness Style Scale	50+	43	18.88	5.03	0.77	-0.80	0.26	-0.10
Avoidance Style Scale	50+	43	12.74	3.53	0.54	-0.02	0.25	0.00
Social Problem Solving	50+	43	16.36	1.83	0.28	-0.31	0.43	0.03

4. Descriptive data for the two marital status groups

4.1: Experience of Work and Life Circumstances Questionnaire

Subscale	Marital status	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size	
Level of stress	Married	154	72.99	19.84	1.60	2.70	1.43	0.04	
	Non-married	52	76.04	20.86	2.90	0.79	1.05	-0.11	
Causes outside the work situation	Married	154	24.60	6.23	0.50	1.93	1.30	0.11	
	Non-married	52	27.35	7.24	1.00	0.21	0.93	-0.30	
Causes within the work situation	Organizational functioning	Married	154	20.35	5.71	0.46	-0.07	-0.49	-0.01
		Non-married	52	20.19	5.41	0.75	-1.10	0.19	0.02
	Task characteristics	Married	154	50.23	7.36	0.59	-0.69	-0.24	0.00
		Non-married	52	50.29	6.66	0.92	-0.59	-0.24	-0.01
	Physical working conditions	Married	154	24.60	5.94	0.48	0.83	-0.80	-0.01
		Non-married	52	24.38	5.69	0.79	1.23	-0.86	0.03
	Career matters	Married	154	24.44	6.46	0.52	0.61	-0.71	-0.02
		Non-married	52	24.08	6.08	0.84	-0.46	-0.29	0.04
	Social matters	Married	154	24.73	4.78	0.39	1.17	-0.85	-0.04
		Non-married	52	24.08	4.12	0.57	-0.59	-0.03	0.11
	Remuneration; fringe benefits and personnel policy	Married	154	28.55	8.96	0.72	-0.15	-0.14	-0.01
		Non-married	52	28.10	8.12	1.13	-0.41	-0.54	0.04

4.2: Aggression in the Workplace Questionnaire-witnessed

Scale (Witnessed)	Marital Status	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Overall	Married	153	76.20	21.13	1.71	-0.18	0.63	-0.03
	Non-married	52	73.75	19.44	2.70	-0.32	0.29	0.09
Expressions of Hostility	Married	153	37.39	11.68	0.94	-0.03	0.61	-0.01
	Non-married	52	36.92	11.33	1.57	-0.84	0.23	0.03
Obstructionism	Married	153	26.75	8.22	0.66	0.54	0.67	-0.04
	Non-married	52	25.52	7.55	1.05	-0.24	0.30	0.11
Overt Aggression	Married	153	12.06	3.61	0.29	3.17	1.65	-0.05
	Non-married	52	11.31	2.48	0.34	0.77	1.15	0.17

4.3: Aggression in the Workplace Questionnaire-experienced

Scale (Experienced)	Marital Status	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Overall	Married	154	63.12	20.38	1.64	1.95	0.69	0.00
	Non-married	52	63.37	16.06	2.23	0.63	0.81	-0.01
Expressions of Hostility	Married	154	30.11	10.81	0.87	1.77	0.87	0.02
	Non-married	52	30.85	8.97	1.24	-0.25	0.50	-0.05
Obstructionism	Married	153	22.56	8.12	0.66	1.49	0.98	-0.01
	Non-married	52	22.29	7.64	1.06	0.46	1.00	0.03
Overt Aggression	Married	151	10.81	3.10	0.25	10.02	2.83	-0.05
	Non-married	52	10.23	1.42	0.20	0.44	1.10	0.17

4.4: IPAT Anxiety Scale

Scale	Marital Status	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Factor -C	Married	154	3.44	2.22	0.18	-0.36	0.45	0.11
	Non-married	52	4.46	2.88	0.40	-0.39	0.53	-0.30
Factor L	Married	154	3.31	1.88	0.15	-0.30	0.13	0.03
	Non-married	52	3.54	2.03	0.28	-0.85	0.12	-0.09
Factor O	Married	154	7.86	4.12	0.33	-0.46	0.38	0.09
	Non-married	52	9.37	4.18	0.58	-0.33	0.49	-0.27
Factor -Q ₃	Married	154	4.53	2.87	0.23	0.59	0.67	0.10
	Non-married	52	5.67	2.79	0.39	-0.51	0.16	-0.30
Factor Q ₄	Married	154	6.29	3.74	0.30	-0.66	0.29	0.07
	Non-married	52	7.38	4.30	0.60	-0.91	0.32	-0.20 (-0.21*)
Score A	Married	154	13.40	6.06	0.49	-0.11	0.37	0.08
	Non-married	52	15.33	6.78	0.94	-0.36	0.47	-0.22 (-0.23*)
Score B	Married	154	12.02	6.57	0.53	-0.46	0.38	0.11
	Non-married	52	15.10	7.91	1.10	-0.74	0.29	-0.32
Total score	Married	154	25.42	11.52	0.93	-0.41	0.32	0.11
	Non-married	52	30.42	13.37	1.85	-0.30	0.41	-0.30

*Uncorrected

4.5: Beck Depression Inventory

Scale	Marital Status	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Depression	Married	154	6.44	6.18	0.50	4.63	1.92	0.08
	Non-married	51	8.43	7.51	1.05	0.74	1.24	-0.22

4.6: Penn State Worry Questionnaire

Scale	Marital Status	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Worry	Married	152	40.28	10.98	0.89	0.32	0.71	0.10
	Non-married	51	44.59	11.11	1.56	-0.52	0.47	-0.29

4.7: Social Problem-Solving Inventory-Revised

Scale	Marital Status	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Positive Problem Orientation Scale	Married	153	18.51	3.32	0.27	0.80	-0.56	-0.08
	Non-married	52	17.40	3.03	0.42	-0.35	-0.18	0.26
Negative Problem Orientation Scale	Married	154	17.56	6.05	0.49	1.22	1.03	0.15
	Non-married	52	21.17	6.06	0.84	1.46	0.99	-0.43
Rational Problem Solving Scale	Married	153	68.46	12.90	1.04	0.83	-0.50	-0.08
	Non-married	52	64.48	10.33	1.43	-0.54	-0.01	0.25
Problem Definition and Formulation Subscale	Married	153	18.06	3.58	0.29	0.31	-0.34	-0.08
	Non-married	52	16.90	2.41	0.33	0.65	-0.73	0.27
Generation of Alternatives Subscale	Married	153	17.45	3.58	0.29	0.25	-0.49	-0.08
	Non-married	52	16.38	3.16	0.44	-0.79	-0.40	0.23
Decision Making Subscale	Married	153	16.64	3.33	0.27	0.59	-0.29	-0.08
	Non-married	52	15.63	3.09	0.43	-0.44	0.09	0.23
Solution Implementation and Verification Subscale	Married	153	16.31	3.81	0.31	0.40	-0.35	-0.05
	Non-married	52	15.56	3.56	0.49	-0.38	-0.07	0.15
Impulsivity/Carelessness Style Scale	Married	153	17.73	5.11	0.41	1.04	0.97	0.12
	Non-married	52	20.21	5.59	0.78	1.40	1.09	-0.34
Avoidance Style Scale	Married	153	12.34	4.02	0.33	0.68	0.86	0.10
	Non-married	52	13.92	4.14	0.57	-0.07	0.53	-0.29
Social Problem Solving	Married	154	16.74	2.46	0.20	5.32	-1.53	-0.12
	Non-married	52	15.58	2.13	0.30	0.49	-0.54	0.36

5. Descriptive statistics for type of organization grouping

5.1: Experience of Work and Life Circumstances Questionnaire

Subscale	Type	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size	
Level of stress	1	60	74.10	21.91	2.83	2.37	1.42	-0.02	
	2	50	74.24	20.47	2.89	1.02	0.91	-0.02	
	3	47	71.64	19.31	2.82	3.79	1.76	0.11	
	4	49	74.90	18.51	2.64	2.16	1.29	-0.06	
Causes outside the work situation	1	60	25.10	6.85	0.88	2.71	1.61	0.03	
	2	50	25.68	7.28	1.03	0.56	1.04	-0.06	
	3	47	23.38	4.86	0.71	2.67	1.23	0.30	
	4	49	26.98	6.65	0.95	-0.02	0.65	-0.25	
Causes within the work situation	Organizational functioning	1	60	21.58	5.26	0.68	0.20	-0.51	-0.23
		2	50	21.58	5.24	0.74	-1.20	-0.10	-0.23
		3	47	19.74	5.59	0.82	1.05	-0.70	0.10
		4	49	18.00	5.79	0.83	-0.93	0.07	0.41
	Task characteristics	1	60	49.60	7.68	0.99	-0.62	-0.23	0.09
		2	50	49.80	7.56	1.07	-1.06	-0.01	0.06
		3	47	52.00	6.84	1.00	0.04	-0.68	-0.25
	Physical working conditions	4	49	49.80	6.34	0.91	-0.41	-0.09	0.06
		1	60	24.65	5.75	0.74	0.07	-0.57	-0.02
		2	50	27.68	4.76	0.67	0.58	-0.90	-0.55
		3	47	24.98	5.00	0.73	3.55	-1.22	-0.08
	Career matters	4	49	20.80	5.88	0.84	0.84	-0.91	0.63 (0.64*)
		1	60	25.68	5.79	0.75	0.91	-0.77	-0.21 (-0.22*)
		2	50	25.86	5.75	0.81	-0.68	-0.17	-0.24
		3	47	23.36	6.40	0.93	1.00	-0.80	0.15
	Social matters	4	49	22.10	6.89	0.98	-0.22	-0.46	0.35
		1	60	24.90	5.20	0.67	2.31	-1.33	-0.07
		2	50	24.82	4.13	0.58	-0.44	-0.13	-0.06
		3	47	23.98	4.56	0.67	0.64	-0.46	0.13
	Remuneration; fringe benefits and personnel policy	4	49	24.45	4.50	0.64	-0.60	-0.21	0.02
		1	60	27.53	9.14	1.18	-0.51	0.03	0.10
		2	50	29.62	9.02	1.28	-0.17	-0.61	-0.13 (-0.14*)
		3	47	32.53	7.08	1.03	-0.59	0.20	-0.48
	4	49	24.39	7.52	1.07	0.71	-0.44	0.47	

*Uncorrected

1 = Financial, 2 = Production/ Services, 3 = Research & Development, 4 = Academic/ Auxiliary Services

5.2: Aggression in the Workplace-witnessed

Scale (Witnessed)	Type	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Overall	1	60	72.90	16.79	2.17	-0.66	0.17	0.13
	2	49	82.45	22.62	3.23	-0.96	0.05	-0.33
	3	47	73.30	18.41	2.69	0.45	0.86	0.11
	4	49	74.16	23.92	3.42	0.29	0.86	0.07
Expressions of Hostility	1	60	36.35	10.06	1.30	-0.78	0.25	0.08
	2	49	41.35	12.66	1.81	-0.71	0.15	-0.35
	3	47	36.15	11.36	1.66	1.54	1.01	0.10
	4	49	35.41	11.73	1.68	-0.31	0.62	0.16
Obstructionism	1	60	25.48	6.87	0.89	-0.26	0.35	0.12
	2	49	28.04	7.85	1.12	-0.88	-0.21	-0.20
	3	47	25.89	7.04	1.03	1.28	0.88	0.07
	4	49	26.51	10.23	1.46	0.56	0.90	-0.01
Overt Aggression	1	60	11.07	2.50	0.32	0.76	1.23	0.25
	2	49	13.06	3.98	0.57	3.00	1.48	-0.34
	3	47	11.26	2.65	0.39	1.84	1.51	0.19
	4	49	12.24	3.91	0.56	2.44	1.60	-0.11

5.3: Aggression in the Workplace-experienced

Scale (Experienced)	Type	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Overall	1	60	64.50	14.98	1.93	1.76	-0.31	-0.07
	2	50	66.76	22.35	3.16	0.39	0.25	-0.18
	3	47	62.53	18.30	2.67	5.52	2.02	0.03
	4	49	63.51	21.62	3.09	1.44	0.60	-0.02
Expressions of Hostility	1	60	29.38	8.63	1.11	0.28	0.14	0.09
	2	50	32.70	11.81	1.67	-0.37	0.12	-0.22 (-0.23*)
	3	47	29.72	10.52	1.53	6.56	2.07	0.06
	4	49	29.51	10.50	1.50	1.24	0.80	0.08
Obstructionism	1	60	21.25	6.28	0.81	1.10	0.22	0.16
	2	50	22.78	8.64	1.22	0.01	0.55	-0.04
	3	47	22.74	7.69	1.12	2.93	1.65	-0.03
	4	48	23.50	9.40	1.36	0.59	1.03	-0.12
Overt Aggression	1	59	9.98	1.84	0.24	3.97	2.18	0.26
	2	49	11.51	4.12	0.59	7.53	2.71	-0.27 (-0.28*)
	3	47	10.06	1.51	0.22	2.13	1.63	0.23
	4	48	11.21	2.71	0.39	1.29	1.45	-0.20

*Uncorrected

5.4: IPAT Anxiety Scale

Scale	Type	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Factor -C	1	60	3.57	2.44	0.31	-0.58	0.51	0.05
	2	50	4.42	2.59	0.37	0.32	0.36	-0.29 (-0.30*)
	3	47	3.09	2.10	0.31	0.17	0.54	0.25
	4	49	3.69	2.46	0.35	0.23	0.91	0.00
Factor L	1	60	3.42	2.09	0.27	-0.39	0.21	-0.03
	2	50	3.38	1.78	0.25	-0.64	-0.18	-0.01
	3	47	3.23	1.84	0.27	-0.18	0.33	0.07
	4	49	3.39	1.98	0.28	-0.62	0.09	-0.02
Factor O	1	60	7.82	4.35	0.56	-0.36	0.76	0.10
	2	50	8.76	4.35	0.62	-0.41	-0.29	-0.12
	3	47	7.87	3.99	0.58	0.79	0.92	0.09
	4	49	8.59	3.97	0.57	-0.40	0.31	-0.08
Factor -Q ₃	1	60	4.27	2.66	0.34	-0.45	0.26	0.19
	2	50	4.80	2.68	0.38	-0.19	0.45	0.01
	3	47	5.19	3.40	0.50	0.39	0.94	-0.12
	4	49	5.16	2.79	0.40	-0.33	-0.06	-0.12
Factor Q ₄	1	60	6.37	3.85	0.50	-0.68	0.42	0.05
	2	50	7.46	4.26	0.60	-0.52	-0.02	-0.23
	3	47	5.79	3.54	0.52	-0.31	0.55	0.20
	4	49	6.63	3.86	0.55	-0.79	0.37	-0.02
Score A	1	60	13.25	6.30	0.81	0.01	0.76	0.10
	2	50	14.78	6.26	0.89	-0.23	-0.10	-0.14
	3	47	13.32	6.82	0.99	0.38	0.85	0.09
	4	49	14.31	5.81	0.83	0.37	0.12	-0.07
Score B	1	60	12.18	7.53	0.97	-0.84	0.48	0.09
	2	50	14.04	7.52	1.06	-0.12	0.00	-0.17
	3	47	11.87	6.16	0.90	0.26	0.73	0.13 (0.14*)
	4	49	13.16	6.70	0.96	-0.12	0.69	-0.05
Total score	1	60	25.43	12.27	1.58	-0.45	0.56	0.10
	2	50	28.82	13.01	1.84	0.10	-0.09	-0.17
	3	47	25.19	11.93	1.74	0.59	0.80	0.12
	4	49	27.47	11.37	1.62	-0.24	0.52	-0.07

*Uncorrected

5.5: Beck Depression Inventory

Scale	Type	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Depression	1	60	6.88	7.10	0.92	4.20	2.07	0.01
	2	49	7.24	6.47	0.92	2.00	1.36	-0.05
	3	47	5.55	5.48	0.80	3.54	1.73	0.22
	4	49	8.02	6.91	0.99	2.60	1.51	-0.16

5.6: Penn State Worry Questionnaire

Scale	Type	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Worry	1	60	41.98	12.47	1.61	0.20	0.95	-0.05
	2	47	41.21	11.04	1.61	-0.90	0.12	0.01
	3	47	38.94	9.47	1.38	-0.41	0.55	0.22
	4	49	43.08	10.92	1.56	0.27	0.47	-0.15

5.7: Social Problem-Solving Inventory-Revised for Financial organizations

Scale	Type	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Positive Problem Orientation Scale	1	60	19.03	3.51	0.45	1.53	-0.81	-0.24
Negative Problem Orientation Scale	1	60	16.92	5.01	0.65	1.50	1.23	0.26
Rational Problem Solving Scale	1	60	68.63	13.51	1.74	1.61	-1.04	-0.09
Problem Definition and Formulation Subscale	1	60	18.08	3.67	0.47	1.04	-0.87	-0.09
Generation of Alternatives Subscale	1	60	17.70	3.62	0.47	0.84	-0.64	-0.15
Decision Making Subscale	1	60	16.32	3.45	0.45	0.73	-0.73	0.02
Solution Implementation and Verification Subscale	1	60	16.53	3.99	0.51	1.05	-0.79	-0.11
Impulsivity/ Carelessness Style Scale	1	60	17.12	4.09	0.53	1.53	0.89	0.24
Avoidance Style Scale	1	60	11.33	3.18	0.41	0.46	0.85	0.36
Social Problem Solving	1	60	17.22	1.96	0.25	1.18	-0.79	-0.33

5.8: Social Problem-Solving Inventory-Revised for Production/ Services organizations

Scale	Type	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Positive Problem Orientation Scale	2	50	18.02	3.48	0.49	0.51	-0.63	0.06
Negative Problem Orientation Scale	2	50	19.06	7.79	1.10	0.77	1.11	-0.09
Rational Problem Solving Scale	2	50	67.26	12.59	1.78	0.22	0.20	0.02
Problem Definition and Formulation Subscale	2	50	17.54	3.68	0.52	0.22	0.18	0.07
Generation of Alternatives Subscale	2	50	16.86	3.33	0.47	-0.30	-0.21	0.09
Decision Making Subscale	2	50	16.30	3.07	0.43	0.09	0.31	0.03
Solution Implementation and Verification Subscale	2	50	16.56	3.98	0.56	-0.07	0.05	-0.12
Impulsivity/ Carelessness Style Scale	2	50	19.34	6.30	0.89	0.67	0.96	-0.18
Avoidance Style Scale	2	50	13.18	4.39	0.62	-0.29	0.65	-0.11
Social Problem Solving	2	50	16.24	2.54	0.36	0.30	-0.63	0.08

5.9: Social Problem-Solving Inventory-Revised for Research and Development organizations

Scale	Type	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Positive Problem Orientation Scale	3	46	18.39	2.66	0.39	0.25	-0.38	-0.05
Negative Problem Orientation Scale	3	47	17.32	5.45	0.80	1.12	0.56	0.19
Rational Problem Solving Scale	3	46	67.67	12.80	1.89	0.56	-0.55	-0.02
Problem Definition and Formulation Subscale	3	46	18.15	3.13	0.46	0.57	-0.36	-0.11
Generation of Alternatives Subscale	3	46	17.41	3.74	0.55	0.45	-0.71	-0.06
Decision Making Subscale	3	46	16.17	3.72	0.55	-0.09	-0.14	0.07
Solution Implementation and Verification Subscale	3	46	15.93	3.57	0.53	0.45	-0.56	0.05
Impulsivity/ Carelessness Style Scale	3	46	18.37	5.73	0.85	1.53	1.02	0.00
Avoidance Style Scale	3	46	12.50	3.73	0.55	1.51	0.76	0.06
Social Problem Solving	3	47	16.40	2.79	0.41	9.46	-2.49	0.02

5.10: Social Problem-Solving Inventory-Revised for Academic/Auxiliary Services

Scale	Type	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Positive Problem Orientation Scale	4	49	17.31	3.13	0.45	-0.13	0.19	0.28
Negative Problem Orientation Scale	4	49	20.90	5.86	0.84	0.39	0.29	-0.39
Rational Problem Solving Scale	4	49	65.98	10.47	1.50	-0.29	0.49	0.12
Problem Definition and Formulation Subscale	4	49	17.24	2.75	0.39	0.49	0.35	0.16
Generation of Alternatives Subscale	4	49	16.65	3.29	0.47	-0.66	-0.16	0.15
Decision Making Subscale	4	49	16.76	2.92	0.42	-0.14	0.46	-0.11
Solution Implementation and Verification Subscale	4	49	15.33	3.34	0.48	-0.70	0.16	0.21
Impulsivity/ Carelessness Style Scale	4	49	18.86	5.07	0.72	-0.25	0.55	-0.09
Avoidance Style Scale	4	49	14.24	4.62	0.66	-0.09	0.39	-0.36
Social Problem Solving	4	49	15.75	2.26	0.32	0.89	-0.15	0.29

6. Descriptive statistics for the five qualification groupings

6.1: Experience of Work and Life Circumstances Questionnaire for Grade 12 or lower

Subscale	Group	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size	
Level of stress	1	54	77.85	21.77	2.96	0.27	0.92	-0.20	
Causes outside the work situation	1	54	26.72	8.26	1.12	0.52	1.12	-0.20	
Causes within the work situation	Organizational functioning	1	54	21.28	5.40	0.73	-0.29	-0.36	-0.17
	Task characteristics	1	54	50.09	7.86	1.07	-0.59	-0.31	0.02
	Physical working conditions	1	54	25.52	5.65	0.77	0.53	-0.73	-0.17
	Career matters	1	54	25.06	6.00	0.82	0.21	-0.67	-0.11
	Social matters	1	54	24.39	5.26	0.72	1.98	-1.17	0.04
Remuneration; fringe benefits and personnel policy	1	54	27.15	9.45	1.29	-0.66	-0.11	0.14	

6.2: Experience of Work and Life Circumstances Questionnaire for all Diplomas

	Subscale	Group	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
	Level of stress	2	35	72.34	24.16	4.08	3.94	1.90	0.07
	Causes outside the work situation	2	35	24.11	5.38	0.91	3.80	1.75	0.18 (0.19*)
Causes within the work situation	Organizational functioning	2	35	21.71	5.55	0.94	-0.22	-0.19	-0.25
	Task characteristics	2	35	51.06	7.45	1.26	-0.76	-0.23	-0.11
	Physical working conditions	2	35	23.49	6.42	1.08	0.65	-0.85	0.18
	Career matters	2	35	25.11	6.46	1.09	0.50	-0.57	-0.12
	Social matters	2	35	26.06	3.73	0.63	1.15	-0.79	-0.33
	Remuneration; fringe benefits and personnel policy	2	35	30.20	9.06	1.53	0.41	-0.77	-0.20

*Uncorrected

6.3: Experience of Work and Life Circumstances Questionnaire for all Bachelors Degrees

	Subscale	Group	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
	Level of stress	3	24	68.92	15.66	3.20	-0.64	0.56	0.24 (0.25*)
	Causes outside the work situation	3	24	22.54	4.77	0.97	1.26	1.13	0.43
Causes within the work situation	Organizational functioning	3	24	20.13	4.48	0.91	-1.01	-0.10	0.03
	Task characteristics	3	24	49.38	6.09	1.24	-0.52	0.25	0.12
	Physical working conditions	3	24	25.25	5.33	1.09	-0.27	-0.41	-0.12
	Career matters	3	24	25.92	4.83	0.99	-0.16	0.29	-0.25
	Social matters	3	24	24.96	4.70	0.96	-0.49	-0.56	-0.09
	Remuneration; fringe benefits and personnel policy	3	24	30.58	7.91	1.62	-0.41	0.61	-0.25

*Uncorrected

6.4: Experience of Work and Life Circumstances Questionnaire for all Honors and equivalent Degrees

	Subscale	Group	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
	Level of stress	4	33	72.09	16.50	2.87	2.49	1.07	0.08 (0.09*)
	Causes outside the work situation	4	33	25.33	6.09	1.06	0.46	0.91	0.00
Causes within the work situation	Organizational functioning	4	33	21.64	4.70	0.82	-0.24	-0.62	-0.24
	Task characteristics	4	33	50.97	6.85	1.19	-0.13	-0.40	-0.10
	Physical working conditions	4	33	24.12	5.91	1.03	1.03	-0.70	0.07
	Career matters	4	33	25.03	6.28	1.09	-0.04	-0.63	-0.11
	Social matters	4	33	25.91	3.85	0.67	-0.80	0.01	-0.30
	Remuneration; fringe benefits and personnel policy	4	33	26.55	7.91	1.38	-1.08	-0.35	0.22

*Uncorrected

6.5: Experience of Work and Life Circumstances Questionnaire for all Masters and Doctoral Degrees

Subscale	Group	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size	
Level of stress	5	60	73.77	19.22	2.48	2.25	1.30	0.00	
Causes outside the work situation	5	60	25.78	6.15	0.79	0.07	0.66	-0.07	
Causes within the work situation	Organizational functioning	5	60	17.97	6.13	0.79	-0.52	-0.12	0.41
	Task characteristics	5	60	49.85	7.09	0.91	-0.90	-0.26	0.05
	Physical working conditions	5	60	24.23	5.93	0.77	1.73	-1.02	0.05
	Career matters	5	60	22.25	6.84	0.88	0.28	-0.57	0.32
	Social matters	5	60	22.95	4.44	0.57	0.25	-0.11	0.35
Remuneration; fringe benefits and personnel policy	5	60	28.73	8.49	1.10	0.63	-0.16	-0.03	

6.6: Aggression in the Workplace Questionnaire-witnessed

Scale (Witnessed)	Age	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Overall	1	53	74.77	18.86	2.59	-0.31	0.50	0.04
	2	35	77.54	25.22	4.26	-0.27	0.66	-0.09
	3	24	74.88	18.75	3.83	-1.14	-0.05	0.03
	4	33	70.45	19.70	3.43	-0.58	0.48	0.25
	5	60	78.23	20.68	2.67	-0.09	0.67	-0.13
Expressions of Hostility	1	53	36.98	10.46	1.44	-0.74	0.36	0.03
	2	35	37.63	13.57	2.29	-0.25	0.66	-0.03
	3	24	37.04	10.03	2.05	-0.98	-0.19	0.02
	4	33	34.73	11.56	2.01	-0.48	0.47	0.22
	5	60	38.82	11.93	1.54	0.05	0.67	-0.13
Obstructionism	1	53	26.04	7.55	1.04	-0.87	0.32	0.05
	2	35	27.54	9.99	1.69	0.71	0.79	-0.13
	3	24	25.67	6.78	1.38	-0.70	0.14	0.10
	4	33	24.36	7.66	1.33	-0.73	0.29	0.26
	5	60	27.58	7.86	1.02	0.80	0.74	-0.14
Overt Aggression	1	53	11.75	3.79	0.52	6.23	2.27	0.03
	2	35	12.37	3.57	0.60	3.38	1.53	-0.15
	3	24	12.17	4.12	0.84	1.67	1.48	-0.09
	4	33	11.36	2.61	0.45	-0.77	0.78	0.16
	5	60	11.83	2.94	0.38	0.77	1.22	0.01

6.7: Aggression in the Workplace Questionnaire-experienced

Scale (Experienced)	Age	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Overall	1	54	62.11	19.40	2.64	1.99	0.61	0.06
	2	35	60.91	22.92	3.87	1.02	-0.10	0.11
	3	24	65.29	17.64	3.60	-1.25	0.28	-0.11
	4	33	59.73	14.49	2.52	-0.21	0.70	0.18
	5	60	66.53	20.00	2.58	2.83	1.61	-0.17
Expressions of Hostility	1	54	29.83	10.10	1.37	0.31	0.36	0.05
	2	35	28.97	11.45	1.94	0.52	0.24	0.13
	3	24	32.00	8.85	1.81	-0.73	0.03	-0.17
	4	33	28.18	8.65	1.51	1.19	1.08	0.21
	5	60	31.97	11.26	1.45	2.84	1.49	-0.16
Obstructionism	1	54	21.78	7.83	1.07	0.31	0.66	0.09
	2	34	22.65	9.49	1.63	1.03	0.82	-0.02
	3	24	21.96	7.95	1.62	-0.64	0.76	0.07
	4	33	21.27	6.42	1.12	0.35	0.76	0.16
	5	60	23.93	8.02	1.04	2.54	1.52	-0.18
Overt Aggression	1	53	10.70	3.70	0.51	13.36	3.52	-0.01
	2	33	10.55	2.08	0.36	1.62	1.48	0.04
	3	24	11.33	3.52	0.72	3.14	1.91	-0.23
	4	33	10.27	1.74	0.30	1.56	1.46	0.15
	5	60	10.63	2.28	0.29	4.02	1.99	0.01

6.8: IPAT Anxiety Scale for Grade 12 and lower

Scale	Group	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Factor -C	1	54	3.98	2.63	0.36	-0.72	0.45	-0.12
Factor L	1	54	3.69	2.11	0.29	-0.47	0.07	-0.17
Factor O	1	54	8.46	4.44	0.60	-0.46	0.59	-0.05
Factor -Q ₃	1	54	4.57	2.67	0.36	-0.44	0.22	0.09
Factor Q ₄	1	54	7.41	4.03	0.55	-0.68	0.17	-0.22
Score A	1	54	14.59	6.69	0.91	-0.36	0.47	-0.11
Score B	1	54	13.52	7.52	1.02	-0.25	0.39	-0.10
Total score	1	54	28.11	13.10	1.78	-0.22	0.49	-0.12

6.9: IPAT Anxiety Scale for all Diplomas

Scale	Group	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Factor -C	2	35	3.51	2.70	0.46	-0.79	0.31	0.07
Factor L	2	35	3.20	1.71	0.29	-0.86	0.01	0.08
Factor O	2	35	8.09	4.49	0.76	-1.00	-0.01	0.04
Factor -Q ₃	2	35	4.03	2.68	0.45	0.37	0.61	0.28
Factor Q ₄	2	35	6.74	4.21	0.71	-0.82	0.39	-0.05
Score A	2	35	13.43	5.91	1.00	-0.78	0.15	0.07
Score B	2	35	12.14	7.77	1.31	-0.76	0.51	0.09
Total score	2	35	25.57	12.71	2.15	-0.99	0.22	0.09

6.10: IPAT Anxiety Scale for all Bachelors Degrees

Scale	Group	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Factor -C	3	24	4.25	2.63	0.54	2.17	1.18	-0.23
Factor L	3	24	4.04	1.76	0.36	0.41	-0.07	-0.36
Factor O	3	24	8.13	4.33	0.88	0.91	0.76	0.03
Factor -Q ₃	3	24	5.46	2.80	0.57	-0.86	0.37	-0.22
Factor Q ₄	3	24	6.79	3.97	0.81	-0.27	0.47	-0.06
Score A	3	24	14.88	6.06	1.24	1.92	1.06	-0.16
Score B	3	24	13.79	7.50	1.53	-0.55	0.33	-0.14
Total score	3	24	28.67	12.40	2.53	0.77	0.91	-0.16

6.11: IPAT Anxiety Scale for all Honors and equivalent Degrees

Scale	Group	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Factor -C	4	33	3.52	2.40	0.42	-0.96	0.50	0.07
Factor L	4	33	2.82	1.91	0.33	0.33	0.56	0.28
Factor O	4	33	9.03	4.07	0.71	-0.99	0.36	-0.19
Factor -Q ₃	4	33	5.00	3.09	0.54	-0.56	0.28	-0.06
Factor Q ₄	4	33	6.24	3.98	0.69	-1.18	0.19	0.08
Score A	4	33	13.85	6.50	1.13	-0.16	0.44	0.01
Score B	4	33	12.76	6.78	1.18	-0.95	0.13	0.01
Total score	4	33	26.61	12.04	2.10	-0.58	0.20	0.01

6.12: IPAT Anxiety Scale for all Masters and Doctoral Degrees

Scale	Group	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Factor -C	5	60	3.42	2.02	0.26	0.99	0.75	0.11
Factor L	5	60	3.20	1.86	0.24	-0.72	0.04	0.08
Factor O	5	60	7.75	3.79	0.49	0.00	0.34	0.12
Factor -Q ₃	5	60	5.15	3.07	0.40	0.98	0.80	-0.11
Factor Q ₄	5	60	5.78	3.48	0.45	-0.24	0.41	0.20
Score A	5	60	13.15	6.19	0.80	-0.16	0.31	0.12
Score B	5	60	12.15	6.19	0.80	0.30	0.63	0.09
Total score	5	60	25.30	11.09	1.43	-0.06	0.28	0.12

6.13: Beck Depression Inventory

Scale	Group	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Depression	1	54	8.50	8.07	1.10	1.75	1.62	-0.23
	2	34	5.59	5.67	0.97	3.86	1.75	0.21
	3	24	6.96	8.41	1.72	2.83	1.69	0.00
	4	33	6.82	4.65	0.81	0.76	1.03	0.02
	5	60	6.35	5.46	0.70	1.15	1.21	0.09

6.14: Penn State Worry Questionnaire

Scale	Type	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Worry	1	52	41.98	11.50	1.60	0.59	0.96	-0.06
	2	34	40.29	12.05	2.07	0.40	0.86	0.09
	3	24	43.75	9.96	2.03	-1.24	-0.04	-0.22
	4	33	42.94	11.27	1.96	-0.46	0.42	-0.14
	5	60	39.62	10.68	1.38	0.29	0.59	0.16

6.15: Social Problem-Solving Inventory-Revised for Grade 12 and lower

Scale	Group	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Positive Problem Orientation Scale	1	54	18.63	3.54	0.48	1.25	-0.86	-0.12
Negative Problem Orientation Scale	1	54	18.09	6.37	0.87	3.52	1.76	0.06
Rational Problem Solving Scale	1	54	67.83	12.52	1.70	1.69	-0.62	-0.03
Problem Definition and Formulation Subscale	1	54	17.80	3.48	0.47	1.14	-0.51	-0.01
Generation of Alternatives Subscale	1	54	17.33	3.39	0.46	0.57	-0.62	-0.04
Decision Making Subscale	1	54	16.22	3.40	0.46	0.84	-0.22	0.05
Solution Implementation and Verification Subscale	1	54	16.48	3.62	0.49	1.15	-0.35	-0.10
Impulsivity/ Carelessness Style Scale	1	54	19.06	6.17	0.84	1.03	1.06	-0.13
Avoidance Style Scale	1	54	12.48	4.29	0.58	0.18	0.99	0.06
Social Problem Solving	1	54	16.62	2.41	0.33	1.14	-1.28	-0.07

6.16: Social Problem-Solving Inventory-Revised for all Diplomas

Scale	Group	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Positive Problem Orientation Scale	2	35	18.43	3.13	0.53	0.65	-0.68	-0.06
Negative Problem Orientation Scale	2	35	17.26	6.03	1.02	-0.01	0.90	0.20
Rational Problem Solving Scale	2	35	68.49	14.11	2.38	0.50	-0.90	-0.08
Problem Definition and Formulation Subscale	2	35	18.20	3.94	0.67	0.34	-0.90	-0.12
Generation of Alternatives Subscale	2	35	17.57	3.69	0.62	0.46	-0.73	-0.11
Decision Making Subscale	2	35	16.60	3.47	0.59	0.48	-0.65	-0.06
Solution Implementation and Verification Subscale	2	35	16.11	4.16	0.70	-0.09	-0.56	0.00
Impulsivity/ Carelessness Style Scale	2	35	17.00	4.59	0.78	0.01	0.87	0.26
Avoidance Style Scale	2	35	11.74	3.53	0.60	-0.66	0.55	0.24
Social Problem Solving	2	35	17.01	1.95	0.33	-1.19	0.09	-0.24

6.17: Social Problem-Solving Inventory-Revised for all Bachelors Degrees

Scale	Group	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Positive Problem Orientation Scale	3	24	17.92	3.28	0.67	0.64	0.57	0.09
Negative Problem Orientation Scale	3	24	19.33	6.02	1.23	2.65	1.31	-0.14
Rational Problem Solving Scale	3	24	68.46	13.08	2.67	0.27	0.33	-0.08
Problem Definition and Formulation Subscale	3	24	18.08	3.28	0.67	1.01	0.06	-0.09
Generation of Alternatives Subscale	3	24	17.17	3.32	0.68	0.08	0.39	0.00
Decision Making Subscale	3	24	16.88	3.59	0.73	-0.53	0.08	-0.15
Solution Implementation and Verification Subscale	3	24	16.33	4.20	0.86	0.10	0.11	-0.06
Impulsivity/ Carelessness Style Scale	3	24	18.42	5.20	1.06	-0.42	0.47	-0.01
Avoidance Style Scale	3	24	12.50	3.43	0.70	-0.17	0.65	0.06
Social Problem Solving	3	24	16.45	2.31	0.47	0.07	0.19	0.00

6.18: Social Problem-Solving Inventory-Revised for Honors and equivalent Degrees

Scale	Group	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Positive Problem Orientation Scale	4	33	18.03	2.91	0.51	1.12	-0.22	0.06
Negative Problem Orientation Scale	4	33	19.33	6.16	1.07	-0.39	0.43	-0.14
Rational Problem Solving Scale	4	33	64.61	11.39	1.98	0.80	-0.39	0.23
Problem Definition and Formulation Subscale	4	33	16.82	2.92	0.51	-0.39	-0.05	0.29
Generation of Alternatives Subscale	4	33	16.03	3.48	0.61	0.36	-0.34	0.33
Decision Making Subscale	4	33	15.82	2.89	0.50	0.43	-0.25	0.18
Solution Implementation and Verification Subscale	4	33	15.94	4.17	0.73	-0.35	-0.10	0.04
Impulsivity/ Carelessness Style Scale	4	33	19.06	4.62	0.80	0.02	0.40	-0.13
Avoidance Style Scale	4	33	13.27	3.74	0.65	-0.24	0.13	-0.13
Social Problem Solving	4	33	16.12	2.17	0.38	0.42	-0.31	0.13

6.19: Social Problem-Solving Inventory-Revised for Masters and Doctoral Degrees

Scale	Group	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Positive Problem Orientation Scale	5	59	17.98	3.38	0.44	-0.01	-0.39	0.08
Negative Problem Orientation Scale	5	60	18.72	6.44	0.83	0.54	0.49	-0.04
Rational Problem Solving Scale	5	59	67.66	11.64	1.51	0.08	-0.02	-0.02
Problem Definition and Formulation Subscale	5	59	17.88	3.12	0.41	0.63	0.31	-0.03
Generation of Alternatives Subscale	5	59	17.46	3.56	0.46	-0.26	-0.47	-0.08
Decision Making Subscale	5	59	16.53	3.22	0.42	0.26	-0.04	-0.04
Solution Implementation and Verification Subscale	5	59	15.80	3.26	0.42	0.23	-0.43	0.08
Impulsivity/ Carelessness Style Scale	5	59	18.10	5.34	0.69	2.40	1.27	0.05
Avoidance Style Scale	5	59	13.37	4.63	0.60	0.62	0.75	-0.15
Social Problem Solving	5	60	16.13	2.84	0.37	6.10	-1.81	0.12

7. Descriptive statistics of the three position levels

7.1: Experience of Work and Life Circumstances Questionnaire for senior management

	Subscale	Level	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
	Level of stress	1	102	73.71	20.10	1.99	2.68	1.40	0.00
	Causes outside the work situation	1	102	25.20	6.15	0.61	1.94	1.26	0.02
Causes within the work situation	Organizational functioning	1	102	21.46	5.13	0.51	0.85	-0.75	-0.21
	Task characteristics	1	102	50.18	6.95	0.69	-0.58	-0.21	0.01
	Physical working conditions	1	102	25.41	5.34	0.53	0.87	-0.75	-0.15
	Career matters	1	102	26.06	5.45	0.54	1.87	-0.87	-0.28
	Social matters	1	102	24.81	4.38	0.43	1.46	-0.79	-0.05
	Remuneration; fringe benefits and personnel policy	1	102	30.04	7.90	0.78	-0.66	-0.11	-0.19

7.2: Experience of Work and Life Circumstances Questionnaire for middle management

	Subscale	Level	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
	Level of stress	2	61	73.95	18.26	2.34	1.38	1.07	-0.01
	Causes outside the work situation	2	61	24.01	6.77	0.87	1.37	1.22	0.19
Causes within the work situation	Organizational functioning	2	61	19.00	5.85	0.75	-0.72	0.14	0.23
	Task characteristics	2	61	50.05	6.81	0.87	-0.78	0.06	0.03
	Physical working conditions	2	61	22.84	5.86	0.75	1.33	-0.84	0.29
	Career matters	2	61	22.13	7.22	0.92	-0.45	-0.07	0.34
	Social matters	2	61	23.95	4.44	0.57	-0.31	-0.04	0.13
	Remuneration; fringe benefits and personnel policy	2	61	28.07	8.97	1.15	0.41	-0.28	0.04

7.3: Experience of Work and Life Circumstances Questionnaire for specialist staff

	Subscale	Level	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
	Level of stress	3	42	72.24	21.21	3.27	2.32	1.44	0.07
	Causes outside the work situation	3	42	25.57	6.63	1.02	-0.46	0.82	-0.04
Causes within the work situation	Organizational functioning	3	42	19.74	5.72	0.88	-0.38	-0.07	0.10
	Task characteristics	3	42	51.12	7.85	1.21	-0.82	-0.43	-0.12
	Physical working conditions	3	42	25.31	6.18	0.95	0.57	-0.85	-0.13
	Career matters	3	42	23.81	5.49	0.85	0.48	-0.60	0.09
	Social matters	3	42	25.24	4.79	0.74	0.40	-0.81	-0.15
	Remuneration; fringe benefits and personnel policy	3	42	25.36	9.49	1.46	-0.29	0.01	0.35

7.4: Aggression in the Workplace Questionnaire-witnessed

Scale (Witnessed)	Age	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Overall	1	101	77.18	20.57	2.05	0.05	0.67	-0.08
	2	61	75.39	20.64	2.65	0.09	0.67	0.01
	3	42	71.79	21.24	3.28	-1.06	0.35	0.18
Expressions of Hostility	1	101	37.64	11.47	1.14	0.20	0.69	-0.03
	2	61	37.18	37.18	1.48	0.08	0.57	0.00
	3	42	36.29	12.12	1.87	-1.33	0.22	0.08
Obstructionism	1	101	27.71	8.17	0.81	0.77	0.67	-0.16
	2	61	26.21	7.70	0.99	0.38	0.61	0.03
	3	42	23.81	7.82	1.21	-0.62	0.47	0.33
Overt Aggression	1	101	11.82	3.05	0.30	2.65	1.42	0.02
	2	61	12.00	4.03	0.52	4.50	2.09	-0.04
	3	42	11.69	3.09	0.48	-0.16	0.97	0.05

1 = Senior management, 2 = middle management, 3 = specialist staff

7.5: Aggression in the Workplace Questionnaire-experienced

Scale (Experienced)	Age	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Overall	1	102	64.31	19.92	1.97	2.60	0.65	-0.06
	2	61	63.67	17.83	2.28	0.84	1.12	-0.03
	3	42	59.33	20.04	3.09	1.88	0.61	0.20
Expressions of Hostility	1	102	30.73	10.65	1.05	2.81	1.00	-0.04
	2	61	30.26	9.43	1.21	-0.11	0.78	0.00
	3	42	28.98	10.98	1.69	0.29	0.48	0.13
Obstructionism	1	101	23.46	8.06	0.80	1.67	0.98	-0.12
	2	61	22.97	7.98	1.02	0.79	1.15	-0.06
	3	42	19.55	7.34	1.13	1.00	0.85	0.37
Overt Aggression	1	100	10.57	2.46	0.25	5.36	2.17	0.03
	2	61	10.44	2.85	0.36	19.44	3.95	0.08
	3	41	11.07	3.28	0.51	14.02	3.34	-0.14

1 = Senior management, 2 = middle management, 3 = specialist staff

7.6: IPAT Anxiety Scale for senior management

Scale	Level	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Factor -C	1	102	3.53	2.58	0.26	0.27	0.69	0.06
Factor L	1	102	3.23	1.92	0.19	-0.39	-0.00	0.07
Factor O	1	102	7.72	4.16	0.41	-0.29	0.51	0.12
Factor -Q ₃	1	102	4.78	2.94	0.29	0.04	0.54	0.01
Factor Q ₄	1	102	6.23	3.97	0.39	-0.55	0.53	0.08
Score A	1	102	13.35	6.42	0.64	-0.15	0.51	0.09
Score B	1	102	12.23	7.07	0.70	-0.12	0.55	0.08
Total score	1	102	25.58	12.48	1.24	-0.05	0.55	0.09

7.7: IPAT Anxiety Scale for middle management

Scale	Level	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Factor -C	2	61	3.93	2.45	0.31	-0.26	0.61	-0.10
Factor L	2	61	3.62	1.85	0.24	-0.78	0.12	-0.14
Factor O	2	61	8.98	4.15	0.53	-0.44	0.21	-0.18
Factor -Q ₃	2	61	4.95	3.07	0.39	0.14	0.56	-0.04
Factor Q ₄	2	61	6.90	3.76	0.48	-0.57	0.20	-0.09
Score A	2	61	14.77	6.49	0.83	-0.03	0.37	-0.14
Score B	2	61	13.62	7.14	0.91	-0.40	0.46	-0.12
Total score	2	61	28.39	12.28	1.57	-0.12	0.30	-0.14

7.8: IPAT Anxiety Scale for specialist staff

Scale	Level	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Factor -C	3	42	3.67	2.03	0.31	-0.86	0.42	0.01
Factor L	3	42	3.02	1.98	0.31	0.24	0.60	0.18
Factor O	3	42	8.19	3.87	0.60	-0.48	0.30	0.01
Factor -Q ₃	3	42	4.71	2.57	0.40	0.44	0.30	0.04
Factor Q ₄	3	42	6.74	3.90	0.60	-0.54	0.14	-0.05
Score A	3	42	13.69	5.54	0.85	0.36	0.35	0.03
Score B	3	42	12.64	6.59	1.02	-1.12	0.04	0.02
Total score	3	42	26.33	10.77	1.66	-0.55	0.18	0.03

7.9: Beck Depression Inventory

Scale	Level	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Depression	1	101	6.32	6.20	0.62	5.87	2.24	0.09
	2	61	7.39	7.05	0.90	2.67	1.58	-0.07
	3	42	7.40	6.43	0.99	0.39	1.00	-0.07

1 = Senior management, 2 = middle management, 3 = specialist staff

7.10: Penn State Worry Questionnaire

Scale	Level	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Worry	1	101	40.23	10.64	1.06	0.07	0.73	0.10
	2	60	41.62	11.93	1.54	0.24	0.69	-0.02
	3	41	43.73	11.15	1.74	-0.17	0.34	-0.21

1 = Senior management, 2 = middle management, 3 = specialist staff

7.11: Social Problem-Solving Inventory-Revised for senior management

Scale	Level	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Positive Problem Orientation Scale	1	102	18.28	3.39	0.34	0.34	-0.57	-0.02
Negative Problem Orientation Scale	1	102	17.68	5.93	0.59	1.10	1.12	0.13
Rational Problem Solving Scale	1	102	67.58	12.99	1.29	0.48	-0.54	-0.01
Problem Definition and Formulation Subscale	1	102	17.77	3.63	0.36	0.06	-0.34	0.00
Generation of Alternatives Subscale	1	102	17.11	3.52	0.35	0.08	-0.70	0.02
Decision Making Subscale	1	102	16.41	3.27	0.32	0.33	-0.33	-0.01
Solution Implementation and Verification Subscale	1	102	16.29	4.07	0.40	0.03	-0.42	-0.05
Impulsivity/ Carelessness Style Scale	1	102	17.71	4.81	0.48	2.25	1.08	0.13
Avoidance Style Scale	1	102	12.50	4.11	0.41	0.23	0.82	0.06
Social Problem Solving	1	102	16.72	2.20	0.22	0.93	-0.63	-0.12

7.12: Social Problem-Solving Inventory-Revised for middle management

Scale	Level	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Positive Problem Orientation Scale	2	61	18.10	3.22	0.41	-0.75	-0.14	0.04
Negative Problem Orientation Scale	2	61	19.36	6.64	0.85	0.99	0.99	-0.14
Rational Problem Solving Scale	2	61	68.10	11.80	1.51	-0.39	0.24	-0.05
Problem Definition and Formulation Subscale	2	61	18.13	2.95	0.38	0.28	0.12	-0.11
Generation of Alternatives Subscale	2	61	17.48	3.51	0.45	-0.38	-0.07	-0.09
Decision Making Subscale	2	61	16.61	3.29	0.42	0.01	0.11	-0.07
Solution Implementation and Verification Subscale	2	61	15.89	3.29	0.42	0.14	0.24	0.06
Impulsivity/ Carelessness Style Scale	2	61	18.41	5.69	0.73	1.17	1.03	-0.01
Avoidance Style Scale	2	61	13.15	4.43	0.57	0.72	0.82	-0.10
Social Problem Solving	2	61	16.36	2.48	0.32	0.59	-0.78	0.03

7.13: Social Problem-Solving Inventory-Revised for specialist staff

Scale	Level	N	Mean	Standard deviation	Standard error	Kurtosis	Skewness	Effect size
Positive Problem Orientation Scale	3	41	18.56	2.63	0.41	0.29	0.87	-0.10
Negative Problem Orientation Scale	3	42	18.93	6.23	0.96	1.90	0.50	-0.07
Rational Problem Solving Scale	3	41	67.20	10.17	1.59	-0.30	0.40	0.02
Problem Definition and Formulation Subscale	3	41	17.46	2.78	0.43	0.47	0.50	0.09
Generation of Alternatives Subscale	3	41	17.17	3.15	0.49	-0.29	0.20	0.00
Decision Making Subscale	3	41	16.27	3.03	0.47	-0.52	0.35	0.04
Solution Implementation and Verification Subscale	3	41	16.29	3.26	0.51	-0.42	0.06	-0.05
Impulsivity/ Carelessness Style Scale	3	41	19.71	5.78	0.90	0.10	0.77	-0.25
Avoidance Style Scale	3	41	12.76	3.64	0.57	-0.71	0.27	0.00
Social Problem Solving	3	42	16.05	2.73	0.42	10.10	-2.39	0.16

APPENDIX B

Key

The following key is required to interpret the abbreviations used in the following tables:

Experience of Work and Life Circumstances Questionnaire		Code	Aggression in the Workplace Questionnaire		Code
Level of stress		LOS	Experienced		E
Causes outside the work situation		OWS	Witnessed		W
Causes inside the work situation	Organizational functioning	IWSOF	Overall		TOT
	Task characteristics	IWSTC	Expressions of Hostility		EH
	Physical working conditions	IWSPW	Obstructionism		OB
	Career matters	IWSCM	Overt Aggression		OV
	Social matters	IWSSM			
Remuneration; fringe benefits and personnel policy		IWSRF			

1. Pearson correlation coefficients for the total sample

1.1 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-witnessed

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
WTOT	0.38553	0.24520	-0.36578	-0.31936	-0.16221	-0.25772	-0.27839	-0.13993
	<. 0001	0.0004	<. 0001	<. 0001	0.0201	0.0002	<. 0001	0.0454
	205	205	205	205	205	205	205	205
WEH	0.36628	0.22330	-0.36867	-0.29346	-0.11071	-0.25959	-0.27860	-0.12551
	<. 0001	0.0013	<. 0001	<. 0001	0.1140	0.0002	<. 0001	0.0730
	205	205	205	205	205	205	205	205
WOB	0.33408	0.22554	-0.31087	-0.28461	-0.18672	-0.21209	-0.25520	-0.13237
	<. 0001	0.0011	<. 0001	<. 0001	0.0073	0.0023	0.0002	0.0585
	205	205	205	205	205	205	205	205
WOV	0.31112	0.19983	-0.23714	-0.27307	-0.16957	-0.18423	-0.14287	-0.11189
	<. 0001	0.0041	0.0006	<. 0001	0.0151	0.0082	0.0410	0.1102
	205	205	205	205	205	205	205	205

1.2 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-experienced

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
ETOT	0.30642	0.16843	-0.35579	-0.23950	-0.15898	-0.25727	-0.29598	-0.10945
	<. 0001	0.0155	<. 0001	0.0005	0.0225	0.0002	<. 0001	0.1174
	206	206	206	206	206	206	206	206
EEH	0.30651	0.14964	-0.35123	-0.22612	-0.09055	-0.24614	-0.31924	-0.08834
	<. 0001	0.0318	<. 0001	0.0011	0.1955	0.0004	<. 0001	0.2067
	205	206	206	206	206	206	206	206
EOB	0.32784	0.21883	-0.33201	-0.22848	-0.24597	-0.25095	-0.26363	-0.13237
	<. 0001	0.0016	<. 0001	0.0010	0.0004	0.0003	0.0001	0.0585
	205	205	205	205	205	205	205	205
EOV	0.25628	0.16948	-0.23323	-0.21756	-0.07222	-0.19537	-0.22060	-0.19386
	0.0002	0.0156	0.0008	0.0018	0.3059	0.0052	0.0016	0.0056
	203	203	203	203	203	203	203	203

1.3 Experience of Work and Life Circumstances Questionnaire with the IPAT Anxiety Scale

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Factor -Q₃	0.37565 <. 0001 206	0.36957 <. 0001 206	-0.07739 0.2689 206	-0.17009 0.0145 206	-0.01840 0.7929 206	-0.13709 0.0494 206	-0.24956 0.0003 206	-0.01915 0.7847 206
Factor Q₄	0.54411 <. 0001 206	0.43109 <. 0001 206	-0.28295 <. 0001 206	-0.30884 <. 0001 206	-0.21244 0.0022 206	-0.30258 <. 0001 206	-0.34668 <. 0001 206	-0.23167 0.0008 206
Factor -C	0.38295 <. 0001 206	0.36291 <. 0001 206	-0.20449 0.0032 206	-0.17459 0.0121 206	-0.00827 0.9060 206	-0.19643 0.0047 206	-0.26935 <. 0001 206	-0.16052 0.0212 206
Factor L	0.35837 <. 0001 206	0.33039 <. 0001 206	-0.18993 0.0062 206	-0.20055 0.0038 206	-0.06140 0.3806 206	-0.17396 0.0124 206	-0.27584 <. 0001 206	-0.13533 0.0524 206
Factor O	0.55133 <. 0001 206	0.47437 <. 0001 206	-0.20812 0.0027 206	-0.26632 0.0001 206	-0.14143 0.0426 206	-0.27432 <. 0001 206	-0.31220 <. 0001 206	-0.16548 0.0175 206
Score A	0.51103 <. 0001 206	0.45210 <. 0001 206	-0.22366 0.0012 206	-0.22433 0.0012 206	-0.12430 0.0751 206	-0.24955 0.0003 206	-0.32048 <. 0001 206	-0.17748 0.0107 206
Score B	0.55655 <. 0001 206	0.48379 <. 0001 206	-0.23488 0.0007 206	-0.31371 <. 0001 206	-0.11210 0.1087 206	-0.27923 <. 0001 206	-0.36192 <. 0001 206	-0.16842 0.0155 206
Total Anxiety Score	0.58592 <. 0001 206	0.51339 <. 0001 206	-0.25140 0.0003 206	-0.29734 <. 0001 206	-0.12906 0.0645 206	-0.29043 <. 0001 206	-0.37490 <. 0001 206	-0.18911 0.0065 206

1.4 Experience of Work and Life Circumstances Questionnaire with the Beck Depression Inventory

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Depression	0.65584 <. 0001 205	0.63373 <. 0001 205	-0.34997 <. 0001 205	-0.28043 <. 0001 205	-0.14964 0.0322 205	-0.39160 <. 0001 205	-0.47036 <. 0001 205	-0.29632 <. 0001 205

1.5 Experience of Work and Life Circumstances Questionnaire with the Penn State Worry Questionnaire

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Worry	0.49929 <. 0001 203	0.40727 <. 0001 203	-0.11571 0.1002 203	-0.25682 0.0002 203	-0.13263 0.0592 203	-0.14805 0.0350 203	-0.22629 0.0012 203	-0.12145 0.0843 203

1.6 Experience of Work and Life Circumstances Questionnaire with the Social Problem-Solving Inventory-Revised

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Positive Problem Orientation	-0.21034 0.0025 205	-0.32030 <. 0001 205	0.03079 0.6612 205	0.20072 0.0039 205	0.13450 0.0545 205	0.16341 0.0192 205	0.22296 0.0013 205	-0.01292 0.8542 205
Negative Problem Orientation	0.48506 <. 0001 206	0.50298 <. 0001 206	-0.19496 0.0050 206	-0.20362 0.0033 206	-0.20175 0.0036 206	-0.25767 0.0002 206	-0.22897 0.0009 206	-0.13143 0.0597 206
Rational Problem Solving	-0.10324 0.1407 205	-0.25641 0.0002 205	0.02433 0.7291 205	0.08571 0.2217 205	0.07614 0.2779 205	0.10568 0.1315 205	0.14709 0.0353 205	0.00806 0.9087 205
Problem Definition and Formulation	-0.11374 0.1044 205	-0.27487 <. 0001 205	0.04624 0.5103 205	0.08710 0.2143 205	0.05607 0.4246 205	0.09394 0.1803 205	0.18311 0.0086 205	0.02929 0.6768 205
Generation of Alternatives	-0.09011 0.1988 205	-0.23423 0.0007 205	-0.01310 0.8521 205	0.07275 0.2999 205	0.06227 0.3751 205	0.08267 0.2386 205	0.10414 0.1373 205	-0.01630 0.8166 205
Decision Making	-0.06673 0.3418 205	-0.18775 0.0070 205	0.00475 0.9461 205	0.09108 0.1940 205	0.02800 0.6903 205	0.08339 0.2345 205	0.13446 0.0477 205	0.01932 0.7833 205
Solution Implementation Verification	-0.09686 0.1671 205	-0.21833 0.0017 205	0.04713 0.5022 205	0.05761 0.4119 205	0.11876 0.0899 205	0.11493 0.1008 205	0.10379 0.1386 205	-0.00127 0.9856 205
Impulsivity/Carelessness Style	0.23787 0.0006 205	0.23318 0.0008 205	-0.06333 0.3670 205	-0.00702 0.9204 205	0.01075 0.8784 205	-0.09908 0.1575 205	-0.12000 0.0865 205	-0.00536 0.9392 205
Avoidance Style	0.27708 <. 0001 205	0.36541 <. 0001 205	-0.12709 0.0694 205	-0.18568 0.0077 205	-0.12030 0.0858 205	-0.19330 0.0055 205	-0.17378 0.0127 205	-0.09219 0.1886 205
Social Problem Solving	-0.33265 <. 0001 206	-0.41345 <. 0001 206	0.11744 0.0976 206	0.22775 0.0010 206	0.14087 0.0434 206	0.23523 0.0007 206	0.24897 0.0003 206	0.08607 0.2187 206

2. Pearson correlation coefficients for gender

2.1 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-witnessed for Males

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
WTOT	0.29456 0.0011 120	0.22668 0.0128 120	-0.27876 0.0020 120	-0.21121 0.0206 120	-0.18350 0.0448 120	-0.14438 0.1156 120	-0.16105 0.0789 120	-0.09971 0.2786 120
WEH	0.28183 0.0018 120	0.21202 0.0201 120	-0.29609 0.0010 120	-0.18758 0.0402 120	-0.14541 0.1130 120	-0.18062 0.0484 120	-0.15210 0.0972 120	-0.09292 0.3128 120
WOB	0.25239 0.0054 120	0.21664 0.0175 120	-0.22673 0.0128 120	-0.19364 0.0341 120	-0.20322 0.0260 120	-0.08877 0.3350 120	-0.17147 0.0611 120	-0.11179 0.2241 120
WOV	0.19967 0.0288 120	0.12184 0.1849 120	-0.12758 0.1649 120	-0.15967 0.0815 120	-0.11841 0.1977 120	-0.04499 0.6256 120	-0.04618 0.6165 120	-0.02067 0.8227 120

2.2 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-witnessed for females

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
WTOT	0.50433 <. 0001 85	0.27251 0.0116 85	-0.46959 <. 0001 85	-0.44599 <. 0001 85	-0.16642 0.1280 85	-0.38675 0.0003 85	-0.38573 0.0003 85	-0.19646 0.0715 85
WEH	0.47706 <. 0001 85	0.23896 0.0276 85	-0.45374 <. 0001 85	-0.41765 <. 0001 85	-0.08664 0.4304 85	-0.34753 0.0011 85	-0.40253 0.0001 85	-0.16844 0.1233 85
WOB	0.44087 <. 0001 85	0.24646 0.0230 85	-0.41441 <. 0001 85	-0.39192 0.0002 85	-0.20724 0.0570 85	-0.35777 0.0008 85	-0.32300 0.0026 85	-0.17056 0.1186 85
WOV	0.52487 <. 0001 85	0.34163 0.0014 85	-0.43496 <. 0001 85	-0.47656 <. 0001 85	-0.29902 0.0054 85	-0.42388 <. 0001 85	-0.27832 0.0099 85	-0.28459 0.0083 85

2.3 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-experienced for males

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
ETOT	0.17135	0.10293	-0.29889	-0.12643	-0.16752	-0.17304	-0.22397	-0.07180
	0.0602	0.2612	0.0009	0.1670	0.0663	0.0577	0.0135	0.4339
	121	121	121	121	121	121	121	121
EEH	0.18157	0.10030	-0.29871	-0.11591	-0.10532	-0.18074	-0.25407	-0.04397
	0.0462	0.2323	0.0009	0.2055	0.2503	0.0473	0.0049	0.6320
	121	121	121	121	121	121	121	121
EOB	0.23728	0.17399	-0.30193	-0.14417	-0.28620	-0.17498	-0.22888	-0.10909
	0.0091	0.0574	0.0008	0.1162	0.0015	0.0559	0.0119	0.2356
	120	120	120	120	120	120	120	120
EOV	0.15918	0.12373	-0.15129	-0.15726	-0.04494	-0.12834	-0.13570	-0.11821
	0.0838	0.1800	0.1005	0.0876	0.6275	0.1642	0.1412	0.2004
	119	119	119	119	119	119	119	119

2.4 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-experienced for females

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
ETOT	0.51580	0.26419	-0.43956	-0.40051	-0.18105	-0.37951	-0.37431	-0.17378
	<. 0001	0.0146	<. 0001	0.0001	0.0973	0.0003	0.0004	0.1117
	85	85	85	85	85	85	85	85
EEH	0.49270	0.20477	-0.42282	-0.37776	-0.08800	-0.33357	-0.39341	-0.15373
	<. 0001	0.0601	<. 0001	0.0004	0.4232	0.0018	0.0002	0.1601
	85	85	85	85	85	85	85	85
EOB	0.45746	0.29409	-0.37849	-0.33732	-0.25167	-0.36313	-0.27959	-0.11468
	<. 0001	0.0063	0.0004	0.0016	0.0202	0.0006	0.0096	0.2960
	85	85	85	85	85	85	85	85
EOV	0.44571	0.26111	-0.38884	-0.33369	-0.15032	-0.32473	-0.35677	-0.34623
	<. 0001	0.0164	0.0003	0.0019	0.1723	0.0026	0.0009	0.0013
	84	84	84	84	84	84	84	85

2.5 Experience of Work and Life Circumstances Questionnaire with the IPAT Anxiety Scale for males

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Factor -Q ₃	0.43149	0.35112	-0.04229	-0.13852	0.07720	-0.14477	-0.29857	0.08043
	<. 0001	<. 0001	0.6451	0.1297	0.4000	0.1131	0.0009	0.3805
	121	121	121	121	121	121	121	121
Factor Q ₄	0.58534	0.44784	-0.27875	-0.32045	-0.22216	-0.25642	-0.41406	-0.19463
	<. 0001	<. 0001	0.0020	0.0003	0.0143	0.0045	<. 0001	0.0324
	121	121	121	121	121	121	121	121
Factor -C	0.34853	0.39628	-0.19985	-0.15769	-0.02732	-0.16333	-0.28733	-0.20459
	<. 0001	<. 0001	0.0280	0.0841	0.7661	0.0735	0.0014	0.0244
	121	121	121	121	121	121	121	121
Factor L	0.38852	0.33976	-0.13698	-0.21772	-0.07047	-0.14107	-0.33900	-0.13499
	<. 0001	0.0001	0.1341	0.0164	0.4424	0.1227	0.0001	0.1399
	121	121	121	121	121	121	121	121
Factor O	0.59932	0.46935	-0.20639	-0.23229	-0.10894	-0.23781	-0.34945	-0.10725
	<. 0001	<. 0001	0.0231	0.0104	0.2343	0.0086	<. 0001	0.2416
	121	121	121	121	121	121	121	121
Score A	0.52796	0.45254	-0.21785	-0.19092	-0.09808	-0.24461	-0.40104	-0.13902
	<. 0001	<. 0001	0.0164	0.0359	0.2845	0.0069	<. 0001	0.1283
	121	121	121	121	121	121	121	121
Score B	0.61899	0.50070	-0.20297	-0.32082	-0.09286	-0.21847	-0.39597	-0.11620
	<. 0001	<. 0001	0.0256	0.0003	0.3111	0.0161	<. 0001	0.2044
	121	121	121	121	121	121	121	121
Total Anxiety Score	0.62137	0.51616	-0.22753	-0.27808	-0.10325	-0.25028	-0.43114	-0.13786
	<. 0001	<. 0001	0.0121	0.0020	0.2598	0.0056	<. 0001	0.1316
	121	121	121	121	121	121	121	121

2.6 Experience of Work and Life Circumstances Questionnaire with the IPAT Anxiety Scale for females

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Factor -Q₃	0.29086	0.40475	-0.13795	-0.23704	-0.14221	-0.12397	-0.21954	-0.16967
	0.0069	0.0001	0.2080	0.0289	0.1942	0.2583	0.0435	0.1206
	85	85	85	85	85	85	85	85
Factor Q₄	0.50974	0.41200	-0.29752	-0.31374	-0.16746	-0.35658	-0.31552	-0.27299
	<. 0001	<. 0001	0.0057	0.0035	0.1255	0.0008	0.0033	0.0115
	85	85	85	85	85	85	85	85
Factor -C	0.45546	0.32236	-0.21761	-0.21493	-0.09509	-0.23049	-0.29344	-0.09433
	<. 0001	0.0026	0.0454	0.0482	0.3867	0.0338	0.0064	0.3905
	85	85	85	85	85	85	85	85
Factor L	0.31701	0.31924	-0.26606	-0.18123	-0.03599	-0.21491	-0.21650	-0.13214
	0.0031	0.0029	0.0138	0.0969	0.7436	0.0482	0.0466	0.2280
	85	85	85	85	85	85	85	85
Factor O	0.50983	0.48272	-0.21811	-0.33366	-0.14738	-0.31518	-0.31749	-0.23201
	<. 0001	<. 0001	0.0449	0.0018	0.1783	0.0033	0.0031	0.0326
	85	85	85	85	85	85	85	85
Score A	0.49679	0.45671	-0.23745	-0.28795	-0.14073	-0.25604	-0.24976	-0.22879
	<. 0001	<. 0001	0.0287	0.0075	0.1989	0.0180	0.0212	0.0352
	85	85	85	85	85	85	85	85
Score B	0.51047	0.46996	-0.28786	-0.33514	-0.08906	-0.34759	-0.38812	-0.22368
	<. 0001	<. 0001	0.0076	0.0017	0.4176	0.0011	0.0002	0.0396
	85	85	85	85	85	85	85	85
Total Anxiety Score	0.56203	0.51710	-0.29543	-0.34975	-0.12528	-0.34128	-0.36288	-0.25187
	<. 0001	<. 0001	0.0061	0.0010	0.2533	0.0014	0.0006	0.0201
	85	85	85	85	85	85	85	85

2.7 Experience of Work and Life Circumstances Questionnaire with the Beck Depression Inventory for males

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Depression	0.65189	0.60883	-0.34574	-0.22969	-0.19700	-0.37632	-0.48928	-0.23768
	<. 0001	<. 0001	0.0001	0.0116	0.0310	<. 0001	<. 0001	0.0089
	120	120	120	120	120	120	120	120

2.8 Experience of Work and Life Circumstances Questionnaire with the Beck Depression Inventory for females

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Depression	0.67358	0.66061	-0.35764	-0.35204	-0.08065	-0.40715	-0.47031	-0.36461
	<. 0001	<. 0001	0.0008	0.0010	0.4631	0.0001	<. 0001	0.0006
	85	85	85	85	85	85	85	85

2.9 Experience of Work and Life Circumstances Questionnaire with the Penn State Worry Questionnaire for males

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Worry	0.59629	0.43088	-0.03753	-0.23829	-0.05841	-0.04624	-0.17726	-0.01860
	<. 0001	<. 0001	0.6866	0.0094	0.5298	0.6190	0.0548	0.8415
	118	118	118	118	118	118	118	118

2.10 Experience of Work and Life Circumstances Questionnaire with the Penn State Worry Questionnaire for females

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Worry	0.42987	0.38853	-0.21725	-0.31793	-0.16924	-0.24842	-0.34238	-0.22494
	<. 0001	0.0002	0.0458	0.0030	0.1215	0.0219	0.0013	0.0385
	85	85	85	85	85	85	85	85

2.11 Experience of Work and Life Circumstances Questionnaire with the Social Problem-Solving Questionnaire- Revised for males

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Positive Problem Orientation	-0.21602 0.0173 121	-0.23330 0.0100 121	0.00810 0.9298 121	0.05751 0.5310 121	0.04684 0.6100 121	0.14483 0.1130 121	0.21599 0.0173 121	-0.09496 0.3002 121
Negative Problem Orientation	0.60676 <. 0001 121	0.54914 <. 0001 121	-0.25787 0.0043 121	-0.23519 0.0094 121	-0.23074 0.0109 121	-0.31014 0.0005 121	-0.23185 0.0105 121	-0.21329 0.0188 121
Rational Problem Solving	-0.11639 0.2036 121	-0.20768 0.0223 121	0.01711 0.8522 121	0.00785 0.9319 121	0.00294 0.9745 121	0.11338 0.2156 121	0.19048 0.0364 121	-0.00765 0.9336 121
Problem Definition and Formulation	-0.13876 0.1291 121	-0.26878 0.0029 121	0.03533 0.7004 121	0.06059 0.5092 121	-0.01025 0.9111 121	0.09969 0.2766 121	0.24649 0.0064 121	0.01514 0.8691 121
Generation of Alternatives	-0.10783 0.2391 121	-0.18586 0.0412 121	-0.01708 0.8525 121	-0.01468 0.8730 121	-0.01301 0.8874 121	0.08273 0.3670 121	0.15270 0.0945 121	-0.03528 0.7009 121
Decision Making	-0.04297 0.6398 121	-0.10356 0.2583 121	0.02148 0.8151 121	0.05429 0.5542 121	-0.03899 0.6711 121	0.12836 0.1606 121	0.17723 0.0518 121	0.03558 0.6985 121
Solution Implementation Verification	-0.12093 0.1864 121	-0.18023 0.0479 121	0.02177 0.8127 121	-0.06084 0.5074 121	0.06328 0.4905 121	0.09794 0.2852 121	0.11291 0.2176 121	-0.03609 0.6943 121
Impulsivity/Carelessness Style	0.27489 0.0023 121	0.28304 0.0017 121	-0.11602 0.2051 121	-0.02759 0.7639 121	0.01588 0.8627 121	-0.17381 0.0566 121	-0.15482 0.0900 121	-0.08841 0.3349 121
Avoidance Style	0.36189 <. 0001 121	0.42752 <. 0001 121	-0.22135 0.0147 121	-0.18273 0.0448 121	-0.13727 0.1333 121	-0.26303 0.0036 121	-0.17938 0.0490 121	-0.19086 0.0360 121
Social Problem Solving	-0.41520 <. 0001 121	-0.44835 <. 0001 121	0.16225 0.0754 121	0.13639 0.1358 121	0.10560 0.2490 121	0.26665 0.0031 121	0.26092 0.0038 121	0.09692 0.2903 121

2.12 Experience of Work and Life Circumstances Questionnaire with the Social Problem-Solving Questionnaire- Revised for females

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Positive Problem Orientation	-0.20997 0.0552 84	-0.42371 <. 0001 84	0.06259 0.5717 84	0.41321 <. 0001 84	0.23359 0.0325 84	0.18360 0.0946 84	0.25491 0.0193 84	0.09053 0.4128 84
Negative Problem Orientation	0.34383 0.0013 85	0.45420 <. 0001 85	-0.12334 0.2607 85	-0.18527 0.0896 85	-0.12406 0.2580 85	-0.19213 0.0781 85	-0.28059 0.0093 85	-0.01376 0.9006 85
Rational Problem Solving	-0.09460 0.3920 84	-0.32165 0.0028 84	0.03836 0.7290 84	0.22637 0.0384 84	0.15180 0.1681 84	0.09103 0.4102 84	0.12875 0.2431 84	0.02155 0.8457 84
Problem Definition and Formulation	-0.08399 0.4475 84	-0.28571 0.0084 84	0.06758 0.5413 84	0.14977 0.1739 84	0.12526 0.2562 84	0.08177 0.4597 84	0.13824 0.2098 84	0.04199 0.7045 84
Generation of Alternatives	-0.07730 0.4846 84	-0.29614 0.0062 84	-0.00436 0.9686 84	0.22971 0.0356 84	0.13095 0.2351 84	0.07655 0.4889 84	0.08537 0.4400 84	-0.00134 0.9903 84
Decision Making	-0.11005 0.3190 84	-0.28696 0.0081 84	-0.01594 0.8856 84	0.15418 0.1614 84	0.09528 0.3886 84	0.02416 0.8273 84	0.11602 0.2933 84	-0.00873 0.9372 84
Solution Implementation Verification	-0.06469 0.5588 84	-0.27075 0.0127 84	0.08821 0.4249 84	0.26013 0.0169 84	0.18244 0.0967 84	0.13665 0.2152 84	0.11798 0.2851 84	0.04480 0.6858 84
Impulsivity/Carelessness Style	0.19652 0.0732 84	0.16935 0.1235 84	0.00304 0.9781 84	0.00904 0.9350 84	0.03402 0.7587 84	-0.00387 0.9721 84	-0.10911 0.3232 84	0.11247 0.3084 84
Avoidance Style	0.14186 0.1980 84	0.28939 0.0076 84	0.00743 0.9465 84	-0.19087 0.0820 84	-0.09917 0.3694 84	-0.10365 0.3481 84	-0.17157 0.1186 84	0.04888 0.6588 84
Social Problem Solving	-0.24818 0.0220 85	-0.37522 0.0004 85	0.07014 0.5236 85	0.35981 0.0007 85	0.14765 0.1775 85	0.19667 0.0712 85	0.27951 0.0096 85	0.06241 0.5705 85

3 Pearson correlation coefficients for the four age groups

3.1 Experience of Work and Life Circumstances Questionnaire with the Aggression in the Workplace Questionnaire-witnessed for age group 20-29

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
WTOT	0.38498	0.15075	-0.65523	-0.51311	-0.19702	-0.47370	-0.34288	-0.42155
	0.0632	0.4820	0.0005	0.0103	0.3561	0.0194	0.1010	0.0402
	24	24	24	24	24	24	24	24
WEH	0.34781	0.13487	-0.70118	-0.49208	-0.10410	-0.51603	-0.39167	-0.46713
	0.0958	0.5298	0.0001	0.0146	0.6283	0.0098	0.0584	0.0214
	24	24	24	24	24	24	24	24
WOB	0.37168	0.14568	-0.54298	-0.44556	-0.30250	-0.30666	-0.28314	-0.26685
	0.0737	0.4970	0.0061	0.0291	0.1508	0.1450	0.1800	0.2075
	24	24	24	24	24	24	24	24
WOV	0.42867	0.17389	-0.41264	-0.54994	-0.31399	-0.45392	-0.09928	-0.37993
	0.0366	0.4164	0.0451	0.0054	0.1351	0.0259	0.6444	0.0671
	24	24	24	24	24	24	24	24

3.2 Experience of Work and Life Circumstances Questionnaire with the Aggression in the Workplace Questionnaire-witnessed with age group 30-39

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
WTOT	0.53057	0.42941	-0.34982	-0.36151	-0.02880	-0.16971	-0.40652	-0.11534
	<. 0001	<. 0001	0.0017	0.0011	0.8024	0.1374	0.0002	0.3146
	78	78	78	78	78	78	78	78
WEH	0.50042	0.36653	-0.32144	-0.31745	0.01478	-0.13474	-0.40657	-0.04814
	<. 0001	0.0010	0.0041	0.0046	0.8978	0.2395	0.0002	0.6755
	78	78	78	78	78	78	78	78
WOB	0.43013	0.38636	-0.30458	-0.32287	-0.06177	-0.16601	-0.34714	-0.12802
	<. 0001	0.0005	0.0067	0.0039	0.5911	0.1463	0.0018	0.2640
	78	78	78	78	78	78	78	78
WOV	0.51203	0.45816	-0.31490	-0.35905	-0.08383	-0.18417	-0.26139	-0.24661
	<. 0001	<. 0001	0.0050	0.0012	0.4656	0.1065	0.0208	0.0295
	78	78	78	78	78	78	78	78

3.3 Experience of Work and Life Circumstances Questionnaire with the Aggression in the Workplace Questionnaire-witnessed with age group 40-49

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
WTOT	0.14495	0.05674	-0.40905	-0.24540	-0.35577	-0.39211	-0.12096	-0.16866
	0.2777	0.6722	0.0014	0.0634	0.0061	0.0023	0.3658	0.2057
	58	58	58	58	58	58	58	58
WEH	0.15134	0.07697	-0.38307	-0.22877	-0.25957	-0.40866	-0.14269	-0.15711
	0.2568	0.5658	0.0030	0.0841	0.0491	0.0014	0.2853	0.2389
	58	58	58	58	58	58	58	58
WOB	0.11471	0.05780	-0.40785	-0.24642	-0.43099	-0.35384	-0.14545	-0.22410
	0.2784	0.6665	0.0015	0.0622	0.0007	0.0064	0.2760	0.0908
	58	58	58	58	58	58	58	58
WOV	0.00997	-0.06240	-0.18683	-0.11132	-0.22907	-0.12653	-0.11388	-0.06411
	0.9408	0.6417	0.1602	0.4054	0.0837	0.3435	0.3947	0.6326
	58	58	58	58	58	58	58	58

3.4 Experience of Work and Life Circumstances Questionnaire with the Aggression in the Workplace Questionnaire-witnessed with age group 50+

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
WTOT	0.42517	0.18382	-0.19480	-0.17851	-0.01893	-0.17063	-0.20665	0.01264
	0.0045	0.2380	0.2107	0.2521	0.9041	0.2740	0.1837	0.9359
	43	43	43	43	43	43	43	43
WEH	0.41916	0.16482	-0.25504	-0.10849	0.00000	-0.18650	-0.14402	0.01478
	0.0051	0.2909	0.0988	0.4886	1.0000	0.2311	0.3569	0.9250
	43	43	43	43	43	43	43	43
WOB	0.41946	0.23145	-0.16049	-0.24284	-0.02656	-0.15353	-0.29471	-0.02158
	0.0051	0.1354	0.3039	0.1166	0.8658	0.3256	0.0551	0.8908
	43	43	43	43	43	43	43	43
WOV	0.24091	0.03595	-0.00574	-0.13850	-0.04513	-0.07911	-0.07751	0.07834
	0.0065	0.8190	0.9708	0.3758	0.7738	0.6141	0.6213	0.6176
	43	43	43	43	43	43	43	43

3.5 Experience of Work and Life Circumstances Questionnaire with the Aggression in the Workplace Questionnaire-experienced for age group 20-29

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
ETOT	0.57229	0.25921	-0.66778	-0.48101	-0.13358	-0.42885	-0.64634	-0.29887
	0.0035	0.2213	0.0004	0.0173	0.5338	0.0365	0.0006	0.1560
	24	24	24	24	24	24	24	24
EEH	0.48031	0.15884	-0.65283	-0.45236	-0.01909	-0.43814	-0.62635	-0.29255
	0.0175	0.4585	0.0005	0.0265	0.9295	0.0322	0.0011	0.1654
	24	24	24	24	24	24	24	24
EOB	0.49628	0.26817	-0.43974	-0.32465	-0.32732	-0.18639	-0.40418	-0.15641
	0.0136	0.2052	0.0315	0.1217	0.1184	0.3832	0.0501	0.4655
	24	24	24	24	24	24	24	24
EOV	0.49628	0.43518	-0.32537	-0.32656	-0.03098	-0.39228	-0.41982	-0.27253
	0.0136	0.0336	0.1208	0.1194	0.8857	0.0580	0.0411	0.1976
	24	24	24	24	24	24	24	24

3.6 Experience of Work and Life Circumstances Questionnaire with the Aggression in the Workplace Questionnaire-experienced for age group 30-39

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
ETOT	0.52229	0.40431	-0.37742	-0.27194	-0.04830	-0.23271	-0.41554	-0.08390
	<. 0001	0.0002	0.0007	0.0160	0.6745	0.0403	0.0002	0.4652
	78	78	78	78	78	78	78	78
EEH	0.47165	0.30597	-0.34752	-0.22343	0.02381	-0.17650	-0.42365	-0.03658
	<. 0001	0.0064	0.0018	0.0493	0.8361	0.1222	0.0001	0.7505
	78	78	78	78	78	78	78	78
EOB	0.47980	0.43837	-0.35507	-0.25808	-0.14142	-0.26094	-0.35371	-0.06047
	<. 0001	<. 0001	0.0014	0.0225	0.2168	0.0210	0.0015	0.5989
	78	78	78	78	78	78	78	78
EOV	0.37588	0.31385	-0.21720	-0.25891	0.00655	-0.15096	-0.19334	-0.27376
	0.0007	0.0051	0.0561	0.0221	0.9546	0.1871	0.0899	0.0153
	78	78	78	78	78	78	78	78

3.7 Experience of Work and Life Circumstances Questionnaire with the Aggression in the Workplace Questionnaire-experienced for age group 40-49

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
ETOT	0.21439	0.15216	-0.42811	-0.26692	-0.36015	-0.38239	-0.26832	-0.16212
	0.1030	0.2499	0.0007	0.0410	0.0051	0.0028	0.0399	0.2199
	59	59	59	59	59	59	59	59
EEH	0.22503	0.16245	-0.36661	-0.24408	-0.25035	-0.36349	-0.31512	-0.10086
	0.0866	0.2190	0.0043	0.0625	0.0558	0.0047	0.0151	0.4472
	59	59	59	59	59	59	59	59
EOB	0.19878	0.14907	-0.45091	-0.25222	-0.45394	-0.37740	-0.19600	-0.23487
	0.1312	0.2598	0.0003	0.0540	0.0003	0.0032	0.1368	0.0734
	59	59	59	59	59	59	59	59
EOV	0.05100	-0.01078	-0.30706	-0.23026	-0.25135	-0.19253	-0.10789	-0.04874
	0.7013	0.9354	0.0180	0.0794	0.0548	0.1440	0.4160	0.7139
	59	59	59	59	59	59	59	59

3.8 Experience of Work and Life Circumstances Questionnaire with the Aggression in the Workplace Questionnaire-experienced for age group 50+

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
ETOT	-0.04101	-0.17900	-0.12906	-0.08822	0.03849	-0.07797	-0.01001	-0.02550
	0.7940	0.2508	0.4095	0.5737	0.8064	0.6192	0.9492	0.8710
	43	43	43	43	43	43	43	43
EEH	-0.00405	-0.16452	-0.18246	-0.07449	0.06370	-0.10713	0.02891	-0.04736
	0.9795	0.2918	0.2416	0.6350	0.6849	0.4941	0.8540	0.7630
	43	43	43	43	43	43	43	43
EOB	0.12895	-0.04128	-0.07977	-0.17377	-0.07222	-0.06786	-0.15057	-0.00173
	0.4157	0.7952	0.6156	0.2711	0.6495	0.6694	0.3412	0.9913
	42	42	42	42	42	42	42	42
EOV	0.20895	0.01966	-0.12870	-0.15849	0.06461	-0.19897	-0.18820	-0.18282
	0.1957	0.9042	0.4287	0.3287	0.6921	0.2184	0.2449	0.2588
	40	40	40	40	40	40	40	40

3.9 Experience of Work and Life Circumstances Questionnaire with the IPAT Anxiety Scale for age group 20-29

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Factor -Q₃	0.60154	0.50730	-0.21151	-0.33172	-0.36526	-0.20910	-0.42747	-0.06489
	0.0019	0.0114	0.3211	0.1133	0.0792	0.3268	0.0372	0.7632
	24	24	24	24	24	24	24	24
Factor Q₄	0.48549	0.29182	-0.25508	-0.03800	-0.33612	-0.17908	-0.41421	0.02827
	0.0162	0.1665	0.2290	0.8601	0.1083	0.4024	0.0442	0.8957
	24	24	24	24	24	24	24	24
Factor -C	0.11641	0.04571	-0.11696	-0.13635	0.19733	0.07824	-0.30200	0.27321
	0.5880	0.8320	0.5862	0.5252	0.3554	0.7163	0.1515	0.1965
	24	24	24	24	24	24	24	24
Factor L	0.29180	0.30230	-0.25164	-0.20342	0.09890	0.06042	-0.16626	0.24065
	0.1665	0.1511	0.2355	0.3404	0.6457	0.7791	0.4375	0.2573
	24	24	24	24	24	24	24	24
Factor O	0.50323	0.15199	-0.07323	-0.03415	-0.26909	0.02094	-0.36361	0.14403
	0.0122	0.4783	0.7338	0.8741	0.2036	0.9226	0.0807	0.5019
	24	24	24	24	24	24	24	24
Score A	0.46531	0.16539	-0.12304	-0.18839	-0.32745	-0.01888	-0.38074	0.16255
	0.0219	0.4399	0.5668	0.3780	0.1183	0.9302	0.0664	0.4479
	24	24	24	24	24	24	24	24
Score B	0.49415	0.38138	-0.26404	-0.10311	-0.09639	-0.10337	-0.42724	0.10185
	0.0141	0.0659	0.2125	0.6316	0.6541	0.6307	0.0373	0.6358
	24	24	24	24	24	24	24	24
Total Anxiety Score	0.52863	0.31186	-0.22015	-0.15561	-0.22057	-0.07165	-0.44636	0.14203
	0.0079	0.1379	0.3013	0.4678	0.3003	0.7394	0.0288	0.5079
	24	24	24	24	24	24	24	24

3.10 Experience of Work and Life Circumstances Questionnaire with the IPAT Anxiety Scale for age group 30-39

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Factor -Q₃	0.36690	0.26138	-0.29459	-0.27898	-0.02021	-0.28969	-0.28988	-0.00503
	0.0010	0.0208	0.0088	0.0134	0.8606	0.0101	0.0100	0.9651
	78	78	78	78	78	78	78	78
Factor Q₄	0.54697	0.44838	-0.38973	-0.34675	-0.10177	-0.43014	-0.36746	-0.18101
	<. 0001	<. 0001	0.0004	0.0019	0.3753	<. 0001	0.0009	0.1128
	78	78	78	78	78	78	78	78
Factor -C	0.38583	0.29686	-0.22767	-0.08151	0.19169	-0.19070	-0.23096	0.01439
	0.0005	0.0083	0.0450	0.4780	0.0927	0.0944	0.0419	0.9005
	78	78	78	78	78	78	78	78
Factor L	0.29393	0.21465	-0.29436	-0.21717	-0.15195	-0.28769	-0.24093	-0.25123
	0.0090	0.0591	0.0089	0.0561	0.1842	0.0106	0.0336	0.0265
	78	78	78	78	78	78	78	78
Factor O	0.49399	0.47035	-0.39190	-0.34855	-0.13731	-0.43621	-0.40330	-0.18698
	<. 0001	<. 0001	0.0004	0.0018	0.2306	<. 0001	0.0003	0.1012
	78	78	78	78	78	78	78	78
Score A	0.49615	0.40052	-0.46312	-0.24847	-0.00983	-0.42833	-0.42245	-0.15580
	<. 0001	0.0003	<. 0001	0.0283	0.9320	<. 0001	0.0001	0.1732
	78	78	78	78	78	78	78	78
Score B	0.51216	0.43534	-0.31150	-0.38601	-0.12061	-0.37715	-0.32913	-0.13521
	<. 0001	<. 0001	0.0055	0.0005	0.2929	0.0007	0.0033	0.2379
	78	78	78	78	78	78	78	78
Total Anxiety Score	0.55410	0.45974	-0.42260	-0.35105	-0.07372	-0.44143	-0.41104	-0.15945
	<. 0001	<. 0001	0.0001	0.0016	0.5212	<. 0001	0.0002	0.1632
	78	78	78	78	78	78	78	78

3.11 Experience of Work and Life Circumstances Questionnaire with the IPAT Anxiety Scale for age group 40-49

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Factor -Q₃	0.39512	0.50794	0.13503	0.05422	0.16689	0.11299	-0.16781	-0.06529
	0.0020	<. 0001	0.3079	0.6834	0.2065	0.3942	0.2039	0.6232
	59	59	59	59	59	59	59	59
Factor Q₄	0.58829	0.49910	-0.04272	-0.32931	-0.12366	-0.00375	-0.18726	-0.18405
	<. 0001	<. 0001	0.7480	0.0109	0.3507	0.9775	0.1555	0.1629
	59	59	59	59	59	59	59	59
Factor -C	0.42983	0.55949	-0.08981	-0.08753	0.05467	-0.09715	-0.25305	-0.20613
	0.0007	<. 0001	0.4987	0.5098	0.6809	0.4642	0.0532	0.1173
	59	59	59	59	59	59	59	59
Factor L	0.48477	0.52643	0.02007	-0.11152	0.14544	0.03534	-0.29810	-0.08371
	<. 0001	<. 0001	0.8801	0.4004	0.2717	0.7904	0.0218	0.5285
	59	59	59	59	59	59	59	59
Factor O	0.57154	0.52304	0.03176	-0.10323	0.04610	0.05232	-0.03867	-0.04563
	<. 0001	<. 0001	0.8112	0.4365	0.7288	0.6939	0.7712	0.7315
	59	59	59	59	59	59	59	59
Score A	0.57966	0.59514	0.07589	-0.15133	-0.00466	0.05437	-0.10169	-0.14517
	<. 0001	<. 0001	0.5678	0.2526	0.9721	0.6825	0.4434	0.2726
	59	59	59	59	59	59	59	59
Score B	0.56641	0.57089	-0.04706	-0.15066	0.08101	-0.00035	-0.26766	-0.11684
	<. 0001	<. 0001	0.7234	0.2547	0.5419	0.9979	0.0404	0.3781
	59	59	59	59	59	59	59	59
Total Anxiety Score	0.62294	0.63347	0.01203	-0.16423	0.04407	0.02776	-0.20582	-0.14166
	<. 0001	<. 0001	0.9280	0.2139	0.7403	0.8347	0.1178	0.2845
	59	59	59	59	59	59	59	59

3.12 Experience of Work and Life Circumstances Questionnaire with the IPAT Anxiety Scale for age group 50+

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Factor -Q₃	0.41340	0.44712	0.10735	-0.17587	-0.19319	-0.16156	-0.27547	0.04378
	0.0059	0.0026	0.4932	0.2593	0.2145	0.3007	0.0738	0.7804
	43	43	43	43	43	43	43	43
Factor Q₄	0.51623	0.37335	-0.40559	-0.29799	-0.38547	-0.47514	-0.46893	-0.47170
	0.0004	0.0137	0.0070	0.0523	0.0107	0.0013	0.0015	0.0014
	43	43	43	43	43	43	43	43
Factor -C	0.44226	0.39945	-0.29495	-0.36953	-0.38885	-0.36467	-0.30185	-0.54799
	0.0030	0.0080	0.0548	0.0147	0.0100	0.0162	0.0492	0.0001
	43	43	43	43	43	43	43	43
Factor L	0.26743	0.25242	-0.24628	-0.28241	-0.36646	-0.33766	-0.24722	-0.18231
	0.0830	0.1025	0.1114	0.0665	0.0156	0.0268	0.1100	0.2420
	43	43	43	43	43	43	43	43
Factor O	0.58452	0.47905	-0.08266	-0.34089	-0.24350	-0.36279	-0.32568	-0.40083
	<. 0001	0.0012	0.5982	0.0253	0.1156	0.0168	0.0331	0.0077
	43	43	43	43	43	43	43	43
Score A	0.45054	0.47951	-0.19317	-0.23565	-0.39333	-0.34478	-0.36670	-0.41323
	0.0024	0.0011	0.2146	0.1282	0.0091	0.0236	0.0156	0.0059
	43	43	43	43	43	43	43	43
Score B	0.63577	0.46150	-0.25005	-0.44372	-0.33860	-0.47022	-0.42281	-0.38241
	<. 0001	0.0018	0.1058	0.0029	0.0264	0.0015	0.0047	0.0114
	43	43	43	43	43	43	43	43
Total Anxiety Score	0.60808	0.51980	-0.24737	-0.38388	-0.40272	-0.45568	-0.43889	-0.43889
	<. 0001	0.0004	0.1098	0.0110	0.0074	0.0021	0.0032	0.0032
	43	43	43	43	43	43	43	43

3.13 Experience of Work and Life Circumstances Questionnaire with the Beck Depression Inventory for age group 20-29

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Depression	0.64933	0.81337	-0.52518	-0.31800	-0.25480	-0.26987	-0.50724	-0.37590
	0.0006	<. 0001	0.0084	0.1299	0.2295	0.2022	0.0114	0.0703
	24	24	24	24	24	24	24	24

3.14 Experience of Work and Life Circumstances Questionnaire with the Beck Depression Inventory for age group 30-39

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
	0.67439	0.64683	-0.45061	-0.35708	-0.06552	-0.47998	-0.50195	-0.23062
Depression	<. 0001	<. 0001	<. 0001	0.0014	0.5713	<. 0001	<. 0001	0.0436
	77	77	77	77	77	77	77	77

3.15 Experience of Work and Life Circumstances Questionnaire with the Beck Depression Inventory for age group 40-49

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
	0.62697	0.54794	-0.05355	-0.00229	-0.02094	-0.16235	-0.23155	-0.08383
Depression	<. 0001	<. 0001	0.6871	0.9862	0.8749	0.2192	0.0776	0.5279
	59	59	59	59	59	59	59	59

3.16 Experience of Work and Life Circumstances Questionnaire with the Beck Depression Inventory for age group 50+

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
	0.75350	0.75696	-0.40024	-0.45700	-0.31730	-0.53310	-0.66621	-0.62291
Depression	<. 0001	<. 0001	0.0078	0.0021	0.0381	0.0002	<. 0001	<. 0001
	43	43	43	43	43	43	43	43

3.17 Experience of Work and Life Circumstances Questionnaire with the Penn State Worry Questionnaire for age group 20-29

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
	0.61453	0.54549	-0.43318	-0.12872	-0.51039	-0.09156	-0.35651	-0.36949
Worry	0.0014	0.0058	0.0345	0.5489	0.0108	0.6705	0.0873	0.0756
	24	24	24	24	24	24	24	24

3.18 Experience of Work and Life Circumstances Questionnaire with the Penn State Worry Questionnaire for age group 30-39

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
	0.49765	0.39360	-0.27423	-0.45051	-0.15212	-0.33594	-0.37107	-0.15558
Worry	<. 0001	0.0004	0.0158	<. 0001	0.1866	0.0028	0.0009	0.1766
	77	77	77	77	77	77	77	77

3.19 Experience of Work and Life Circumstances Questionnaire with the Penn State Worry Questionnaire for age group 40-49

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
	0.44728	0.39841	0.19615	0.01729	0.15639	0.15024	-0.06873	0.06621
Worry	0.0004	0.0018	0.1365	0.8966	0.2369	0.2560	0.6050	0.6183
	59	59	59	59	59	59	59	59

3.20 Experience of Work and Life Circumstances Questionnaire with the Penn State Worry Questionnaire for age group 50+

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
	0.62569	0.45843	-0.10634	-0.31837	-0.36563	-0.20492	-0.14359	-0.24965
Worry	<. 0001	0.0026	0.5081	0.0425	0.0187	0.1987	0.3704	0.1155
	41	41	41	41	41	41	41	41

3.21 Experience of Work and Life Circumstances Questionnaire with the Social Problem-Solving Questionnaire-
 Revised for age group 20-29

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Positive	-0.31629	-0.30676	-0.01708	0.15322	0.25841	0.13813	0.47578	-0.13810
Problem	0.1321	0.1448	0.9369	0.4747	0.2228	0.5198	0.0188	0.5199
Orientation	24	24	24	24	24	24	24	24
Negative	0.36395	0.59683	-0.24341	-0.12463	-0.16776	-0.22232	-0.30439	-0.22581
Problem	0.0804	0.0021	0.2517	0.5617	0.4333	0.2964	0.1481	0.2887
Orientation	24	24	24	24	24	24	24	24
Rational	-0.14983	-0.15415	-0.13186	-0.13365	0.42257	-0.11284	0.06091	-0.26818
Problem	0.4847	0.4720	0.5391	0.5335	0.0397	0.5996	0.7774	0.2051
Solving	24	24	24	24	24	24	24	24
Problem	-0.09160	-0.24430	-0.09261	-0.14280	0.28457	-0.08858	0.05241	-0.29409
Definition and	0.6703	0.2499	0.6669	0.5056	0.1777	0.6806	0.8078	0.1630
Formulation	24	24	24	24	24	24	24	24
Generation of	-0.13097	-0.15776	-0.26262	-0.19392	0.29943	-0.12085	0.01942	-0.38108
Alternatives	0.5419	0.4616	0.2151	0.3639	0.1552	0.5738	0.9282	0.0662
	24	24	24	24	24	24	24	24
Decision	-0.14175	-0.13272	-0.02151	-0.12473	0.48124	-0.05468	-0.00313	-0.06299
Making	0.5088	0.5364	0.9205	0.5614	0.0173	0.7997	0.9884	0.7700
	24	24	24	24	24	24	24	24
Solution	-0.17430	-0.00572	-0.08084	-0.00893	0.46087	-0.13586	0.14836	-0.19610
Implementation	0.4153	0.9788	0.7073	0.9670	0.0234	0.5268	0.4890	0.3584
Verification	24	24	24	24	24	24	24	24
Impulsivity/	-0.11983	-0.02516	0.21125	0.42097	-0.19184	0.16850	0.31532	0.14450
Carelessness	0.5770	0.9071	0.3217	0.0405	0.3692	0.4313	0.1334	0.5005
Style	24	24	24	24	24	24	24	24
Avoidance	0.10492	0.24573	-0.14503	0.05428	-0.05815	-0.19524	-0.14505	-0.32440
Style	0.6256	0.2471	0.4989	0.8011	0.7873	0.3606	0.4989	0.1220
	24	24	24	24	24	24	24	24
Social Problem	-0.24662	-0.38680	0.01707	-0.09067	0.32385	0.08682	0.19619	0.00914
Solving	0.2453	0.0619	0.9369	0.6735	0.1226	0.6867	0.3582	0.9662
	24	24	24	24	24	24	24	24

 3.22 Experience of Work and Life Circumstances Questionnaire with the Social Problem-Solving Questionnaire-
 Revised for age group 30-39

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Positive	-0.15190	-0.25934	0.10070	0.31039	0.17929	0.26870	0.11651	-0.07791
Problem	0.1872	0.0227	0.3835	0.0060	0.1187	0.0181	0.3129	0.5006
Orientation	77	77	77	77	77	77	77	77
Negative	0.47028	0.38584	-0.25851	-0.28319	-0.11449	-0.35371	-0.31497	0.01944
Problem	<. 0001	0.0005	0.0223	0.0120	0.3182	0.0015	0.0050	0.8658
Orientation	78	78	78	78	78	78	78	78
Rational	-0.00383	-0.12447	0.07964	0.12781	0.05081	0.14103	-0.02751	-0.08650
Problem	0.9736	0.2808	0.4911	0.2680	0.6608	0.2212	0.8123	0.4545
Solving	77	77	77	77	77	77	77	77
Problem	-0.00459	-0.14557	0.09854	0.16892	0.06329	0.14235	0.00831	-0.01283
Definition and	0.9684	0.2065	0.3939	0.1419	0.5845	0.2168	0.9428	0.9118
Formulation	77	77	77	77	77	77	77	77
Generation of	-0.01654	-0.08022	0.01887	0.14598	0.05211	0.11788	-0.07987	-0.09921
Alternatives	0.8865	0.4880	0.8706	0.2052	0.6526	0.3073	0.4899	0.3906
	77	77	77	77	77	77	77	77
Decision	0.01011	-0.08570	0.02058	0.10501	-0.00494	0.08924	-0.02758	-0.15568
Making	0.9305	0.4587	0.8590	0.3634	0.9660	0.4402	0.8118	0.1764
	77	77	77	77	77	77	77	77
Solution	-0.00272	-0.13529	0.13987	0.05183	0.06934	0.15587	-0.00283	-0.04912
Implementation	0.9812	0.2407	0.2250	0.6544	0.5490	0.1758	0.9805	0.6714
Verification	77	77	77	77	77	77	77	77
Impulsivity/	0.32177	0.20047	-0.13581	-0.12472	0.09006	-0.14393	-0.15035	0.13840
Carelessness	0.0043	0.0804	0.2389	0.2798	0.4360	0.2117	0.1918	0.2300
Style	77	77	77	77	77	77	77	77
Avoidance	0.36536	0.34670	-0.17448	-0.29995	-0.06241	-0.29700	-0.22848	0.01985
Style	0.0011	0.0020	0.1291	0.0080	0.5897	0.0087	0.0456	0.8640
	77	77	77	77	77	77	77	77
Social Problem	-0.30201	-0.27991	0.19109	0.37524	0.09789	0.33646	0.23428	0.01326
Solving	0.0072	0.0131	0.0938	0.0007	0.3939	0.0026	0.0390	0.9083
	78	78	78	78	78	78	78	78

3.23 Experience of Work and Life Circumstances Questionnaire with the Social Problem-Solving Questionnaire- Revised for age group 40-49

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Positive Problem Orientation	-0.26511 0.0424 59	-0.41449 0.0011 59	-0.12026 0.3643 59	0.09036 0.4961 59	0.00994 0.9404 59	-0.08932 0.5011 59	0.09459 0.4761 59	0.00738 0.9558 59
Negative Problem Orientation	0.58464 <. 0001 59	0.70095 <. 0001 59	-0.09111 0.4925 59	-0.13149 0.3209 59	-0.17334 0.1892 59	-0.11608 0.3813 59	-0.12134 0.3599 59	-0.23859 0.0688 59
Rational Problem Solving	-0.23268 0.0762 59	-0.41223 0.0012 59	-0.06929 0.6021 59	0.06332 0.6338 59	-0.10739 0.4182 59	-0.04079 0.7590 59	0.24037 0.0667 59	0.16542 0.2105 59
Problem Definition and Formulation	-0.27100 0.0379 59	-0.44936 0.0004 59	-0.05685 0.6689 59	0.02598 0.8451 59	-0.11859 0.3710 59	-0.04776 0.7194 59	0.28438 0.0290 59	0.11949 0.3674 59
Generation of Alternatives	-0.17633 0.1816 59	-0.41101 0.0012 59	-0.06792 0.6092 59	0.03605 0.7863 59	-0.03832 0.7733 59	-0.07062 0.5951 59	0.14113 0.2863 59	0.11287 0.3947 59
Decision Making	-0.21498 0.1020 59	-0.30475 0.0189 59	-0.02004 0.8802 59	0.16972 0.1988 59	-0.18005 0.1724 59	0.03911 0.7687 59	0.30270 0.0198 59	0.22491 0.0868 59
Solution Implementation Verification	-0.13269 0.3164 59	-0.23385 0.0747 59	-0.08268 0.5336 59	-0.00566 0.9660 59	-0.03873 0.7709 59	-0.05085 0.7021 59	0.10349 0.4354 59	0.10787 0.4161 59
Impulsivity/ Carelessness Style	0.27553 0.0347 59	0.39259 0.0021 59	-0.10182 0.4429 59	-0.05059 0.7036 59	0.09404 0.4787 59	-0.17142 0.1942 59	-0.18553 0.1595 59	-0.24469 0.0618 59
Avoidance Style	0.27174 0.0373 59	0.52488 <. 0001 59	-0.17281 0.1906 59	-0.15472 0.2420 59	-0.24981 0.0564 59	-0.20994 0.1105 59	-0.11592 0.3819 59	-0.20179 0.1254 59
Social Problem Solving	-0.43223 0.0006 59	-0.64437 <. 0001 59	0.05333 0.6883 59	0.13246 0.3173 59	0.07463 0.5743 59	0.10020 0.4502 59	0.19174 0.1457 59	0.22214 0.0908 59

3.24 Experience of Work and Life Circumstances Questionnaire with the Social Problem-Solving Questionnaire- Revised for age group 50+

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Positive Problem Orientation	-0.06194 0.6932 43	-0.18103 0.2453 43	-0.08733 0.5776 43	-0.00261 0.9867 43	-0.05490 0.7266 43	0.10559 0.5004 43	0.21074 0.1749 43	-0.03019 0.8476 43
Negative Problem Orientation	0.44432 0.0028 43	0.46267 0.0018 43	-0.13677 0.3818 43	-0.06519 0.6779 43	-0.40367 0.0073 43	-0.17648 0.2576 43	-0.10846 0.4888 43	-0.14900 0.3403 43
Rational Problem Solving	-0.01000 0.9493 43	-0.23290 0.1329 43	-0.00661 0.9664 43	-0.04421 0.7783 43	-0.03560 0.8207 43	0.14729 0.3459 43	0.20343 0.1907 43	0.01848 0.9064 43
Problem Definition and Formulation	-0.00963 0.9511 43	-0.19443 0.2115 43	0.02532 0.8719 43	-0.05412 0.7303 43	-0.09260 0.5548 43	0.08548 0.5857 43	0.25146 0.1038 43	0.07426 0.6360 43
Generation of Alternatives	-0.03143 0.8414 43	-0.22586 0.1453 43	-0.04512 0.7739 43	-0.03077 0.8447 43	-0.07281 0.6427 43	0.18302 0.2401 43	0.25915 0.0933 43	0.04859 0.7570 43
Decision Making	0.12124 0.4386 43	-0.10739 0.4931 43	-0.11125 0.4776 43	-0.07347 0.6396 43	-0.09545 0.5426 43	0.02420 0.8776 43	0.11593 0.4591 43	-0.00972 0.9507 43
Solution Implementation Verification	-0.10163 0.5167 43	-0.28737 0.0617 43	0.01354 0.9313 43	-0.00434 0.9779 43	0.11349 0.4687 43	0.21583 0.1645 43	0.10599 0.4987 43	-0.03930 0.8024 43
Impulsivity/ Carelessness Style	0.17760 0.2545 43	0.19388 0.2128 43	0.01805 0.9085 43	0.09753 0.5338 43	-0.02329 0.8821 43	0.05181 0.7414 43	-0.13813 0.3770 43	0.09131 0.5604 43
Avoidance Style	0.22558 0.1458 43	0.34757 0.0224 43	0.05965 0.7040 43	-0.15294 0.3275 43	-0.02453 0.8759 43	0.07099 0.6510 43	-0.21207 0.1722 43	0.02913 0.8529 43
Social Problem Solving	-0.24638 0.1112 43	-0.40237 0.0075 43	-0.02486 0.8743 43	0.01461 0.9259 43	0.07595 0.6284 43	0.09525 0.5435 43	0.26818 0.0821 43	-0.00981 0.9502 43

4. Pearson correlation coefficients for marital status

4.1 Experience of Work and Life Circumstances Questionnaire with the Aggression in the Workplace Questionnaire-witnessed for married

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
WTOT	0.31252	0.18385	-0.33768	-0.27494	-0.21530	-0.22117	-0.23866	-0.12759
	<. 0001	0.0229	<. 0001	0.0006	0.0075	0.0060	0.0030	0.1160
	153	153	153	153	153	153	153	153
WEH	0.29937	0.16962	-0.33450	-0.25536	-0.16561	-0.22033	-0.23416	-0.12289
	0.0002	0.0361	<. 0001	0.0014	0.0408	0.0062	0.0036	0.1302
	153	153	153	153	153	153	153	153
WOB	0.25154	0.15796	-0.28589	-0.23107	-0.23307	-0.17004	-0.21574	-0.10799
	0.0017	0.0512	0.0003	0.0041	0.0037	0.0356	0.0074	0.1839
	153	153	153	153	153	153	153	153
WOV	0.28702	0.16716	-0.24245	-0.25621	-0.19315	-0.19389	-0.14748	-0.10296
	0.0003	0.0389	0.0025	0.0014	0.0168	0.0163	0.0689	0.2053
	153	153	153	153	153	153	153	153

4.2 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-witnessed for non-married

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
WTOT	0.63262	0.47373	-0.46781	-0.47920	0.01366	-0.39142	-0.44832	-0.19069
	<. 0001	0.0004	0.0005	0.0003	0.9234	0.0041	0.0009	0.1757
	52	52	52	52	52	52	52	52
WEH	0.57096	0.39342	-0.48140	-0.42234	0.06502	-0.39070	-0.44682	-0.13670
	<. 0001	0.0039	0.0003	0.0018	0.6470	0.0042	0.0009	0.3339
	52	52	52	52	52	52	52	52
WOB	0.61515	0.48124	-0.40418	-0.47813	-0.03535	-0.36712	-0.42947	-0.22843
	<. 0001	0.0003	0.0030	0.0003	0.8035	0.0074	0.0015	0.1034
	52	52	52	52	52	52	52	52
WOV	0.47787	0.45115	-0.23730	-0.37126	-0.08235	-0.16568	-0.16545	-0.17488
	0.0003	0.0008	0.0903	0.0067	0.5617	0.2405	0.2411	0.2150
	52	52	52	52	52	52	52	52

4.3 Experience of Work and Life Circumstances Questionnaire with the Aggression in the Workplace Questionnaire-experienced for married

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
ETOT	0.20115	0.06923	-0.33790	-0.18978	-0.22198	-0.22234	-0.24226	-0.08420
	0.0124	0.3936	<. 0001	0.0184	0.0057	0.0056	0.0025	0.2992
	154	154	154	154	154	154	154	154
EEH	0.21477	0.06161	-0.33151	-0.18488	-0.15586	-0.21473	-0.26655	-0.07062
	0.0075	0.4478	<. 0001	0.0217	0.0536	0.0075	0.0008	0.3841
	154	154	154	154	154	154	154	154
EOB	0.21259	0.11862	-0.32755	-0.17066	-0.32107	-0.21929	-0.22005	-0.07492
	0.0083	0.1442	<. 0001	0.0349	<. 0001	0.0065	0.0063	0.3574
	153	153	153	153	153	153	153	153
EOV	0.26801	0.17258	-0.23213	-0.21397	-0.08852	-0.19122	-0.21644	-0.18096
	0.0009	0.0341	0.0041	0.0083	0.2798	0.0187	0.0076	0.0262
	151	151	151	151	151	151	151	151

4.4 Experience of Work and Life Circumstances Questionnaire with the Aggression in the Workplace Questionnaire-experienced for non-married

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
ETOT	0.69908	0.51132	-0.43234	-0.45054	0.08972	-0.40157	-0.53542	-0.21581
	<. 0001	0.0001	0.0014	0.0008	0.5270	0.0032	<. 0001	0.1244
	52	52	52	52	52	52	52	52
EEH	0.62318	0.41720	-0.42809	-0.39259	0.15769	-0.36561	-0.53445	-0.15612
	<. 0001	0.0021	0.0015	0.0040	0.2642	0.0077	<. 0001	0.2690
	52	52	52	52	52	52	52	52
EOB	0.67551	0.51588	-0.34811	-0.43126	0.00191	-0.35999	-0.43145	-0.20459
	<. 0001	<. 0001	0.0114	0.0014	0.9893	0.0088	0.0014	0.1457
	52	52	52	52	52	52	52	52
EOV	0.33473	0.37115	-0.31185	-0.29464	0.00821	-0.29463	-0.35726	-0.35309
	0.0153	0.0068	0.0244	0.0244	0.9540	0.0340	0.0093	0.0102
	52	52	52	52	52	52	52	52

4.5 Experience of Work and Life Circumstances Questionnaire with the IPAT Anxiety Scale for married

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Factor -Q₃	0.34275 <. 0001 154	0.32554 <. 0001 154	-0.07767 0.3384 154	-0.19023 0.0181 154	-0.01724 0.8320 154	-0.14447 0.0738 154	-0.28778 0.0003 154	-0.02295 0.7775 154
Factor Q₄	0.54749 <. 0001 154	0.41371 <. 0001 154	-0.31938 <. 0001 154	-0.33946 <. 0001 154	-0.28386 0.0004 154	-0.32593 <. 0001 154	-0.34010 <. 0001 154	-0.21893 0.0064 154
Factor -C	0.33822 <. 0001 154	0.36092 <. 0001 154	-0.17815 0.0271 154	-0.20058 0.0126 154	-0.07036 0.3859 154	-0.19295 0.0165 154	-0.24169 0.0025 154	-0.21253 0.0081 154
Factor L	0.29766 0.0002 154	0.30120 0.0001 154	-0.15892 0.0490 154	-0.20314 0.0115 154	-0.10340 0.2019 154	-0.15072 0.0621 154	-0.25908 0.0012 154	-0.14321 0.0764 154
Factor O	0.52653 <. 0001 154	0.45502 <. 0001 154	-0.22811 0.0044 154	-0.29970 0.0002 154	-0.18733 0.0200 154	-0.29690 0.0002 154	-0.29517 0.0002 154	-0.16117 0.0458 154
Score A	0.47973 <. 0001 154	0.42710 <. 0001 154	-0.21926 0.0063 154	-0.24800 0.0019 154	-0.18841 0.0193 154	-0.26169 0.0010 154	-0.30208 0.0001 154	-0.16553 0.0402 154
Score B	0.54826 <. 0001 154	0.47702 <. 0001 154	-0.26209 0.0010 154	-0.36132 <. 0001 154	-0.16604 0.0396 154	-0.30161 0.0001 154	-0.38146 <. 0001 154	-0.17570 0.0293 154
Total Anxiety Score	0.56519 <. 0001 154	0.49686 <. 0001 154	-0.26488 0.0009 154	-0.33659 <. 0001 154	-0.19387 0.0160 154	-0.30976 <. 0001 154	-0.37655 <. 0001 154	-0.18734 0.0200 154

4.6 Experience of Work and Life Circumstances Questionnaire with the IPAT Anxiety Scale for non-married

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Factor -Q₃	0.45319 0.0007 52	0.32554 <. 0001 52	-0.07767 0.3384 52	-0.19023 0.0181 52	-0.01724 0.8320 52	-0.14447 0.0738 52	-0.28778 0.0003 52	-0.02295 0.7775 52
Factor Q₄	0.52738 <. 0001 52	0.43066 0.0014 52	-0.18891 0.1798 52	-0.23806 0.0892 52	-0.01901 0.8936 52	-0.23984 0.0868 52	-0.36002 0.0088 52	-0.26945 0.0534 52
Factor -C	0.47146 0.0004 52	0.30274 0.0291 52	-0.28043 0.0440 52	-0.12969 0.3595 52	0.20932 0.1364 52	-0.20822 0.1385 52	-0.33650 0.0147 52	-0.03043 0.8304 52
Factor L	0.51080 0.0001 52	0.38820 0.0045 52	-0.28073 0.0438 52	-0.19689 0.1618 52	-0.06314 0.6565 52	-0.23980 0.0868 52	-0.32527 0.0186 52	-0.10881 0.4426 52
Factor O	0.61217 <. 0001 52	0.47266 0.0004 52	-0.14889 0.2922 52	-0.17552 0.2133 52	0.00304 0.9829 52	-0.20247 0.1500 52	-0.35061 0.0108 52	-0.17417 0.2169 52
Score A	0.58034 <. 0001 52	0.46701 0.0005 52	-0.23989 0.0867 52	-0.16795 0.2340 52	0.05824 0.6817 52	-0.21385 0.1279 52	-0.36628 0.0076 52	-0.21028 0.1346 52
Score B	0.57569 <. 0001 52	0.44058 0.0011 52	-0.17558 0.2131 52	-0.21698 0.1223 52	0.02968 0.8346 52	-0.22811 0.1039 52	-0.30305 0.0290 52	-0.14900 0.2918 52
Total Anxiety Score	0.63505 <. 0001 52	0.49760 0.0002 52	-0.22558 0.1079 52	-0.21360 0.1284 52	0.04710 0.7402 52	-0.24346 0.0820 52	-0.36512 0.0078 52	-0.19483 0.1663 52

4.7 Experience of Work and Life Circumstances Questionnaire with the Beck Depression Inventory for married

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Depression	0.61213 <. 0001 154	0.63792 <. 0001 154	-0.36061 <. 0001 154	-0.28902 0.0003 154	-0.19223 0.0169 154	-0.38359 <. 0001 154	-0.48538 <. 0001 154	-0.32183 <. 0001 154

4.8 Experience of Work and Life Circumstances Questionnaire with the Beck Depression Inventory for non-married

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Depression	0.75745 <. 0001 51	0.59957 <. 0001 51	-0.33217 0.0172 51	-0.27372 0.0519 51	-0.03687 0.7973 51	-0.41967 0.0022 51	-0.43450 0.0014 51	-0.22971 0.1049 51

4.9 Experience of Work and Life Circumstances Questionnaire with the Penn State Worry Questionnaire for married

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
	0.42523	0.37079	-0.08132	-0.25338	-0.09656	-0.09770	-0.19730	-0.08308
Worry	<. 0001	<. 0001	0.3192	0.0016	0.2366	0.2311	0.0148	0.3089
	152	152	152	152	152	152	152	152

4.10 Experience of Work and Life Circumstances Questionnaire with the Penn State Worry Questionnaire for non-married

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
	0.69491	0.43737	-0.21757	-0.28384	-0.24317	-0.29276	-0.29442	-0.23130
Worry	<. 0001	0.0013	0.1251	0.0435	0.0855	0.0371	0.0360	0.1024
	51	51	51	51	51	51	51	51

4.11 Experience of Work and Life Circumstances Questionnaire with the Social Problem-Solving Inventory-Revised for married

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Positive	-0.17553	-0.28812	0.07050	0.21812	0.14034	0.21763	0.26631	-0.00518
Problem	0.0300	0.0003	0.3865	0.0068	0.0836	0.0069	0.0009	0.9494
Orientation	153	153	153	153	153	153	153	153
Negative	0.46439	0.47564	-0.26213	-0.24632	-0.26391	-0.29773	-0.24352	-0.18735
Problem	<. 0001	<. 0001	0.0010	0.0021	0.0009	0.0002	0.0023	0.0200
Orientation	154	154	154	154	154	154	154	154
Rational	-0.11031	-0.27772	0.06426	0.12010	0.07788	0.15791	0.23794	0.02235
Problem	0.1746	0.0005	0.4300	0.1392	0.3387	0.0512	0.0031	0.7839
Solving	153	153	153	153	153	153	153	153
Problem	-0.11183	-0.28652	0.07603	0.12170	0.04984	0.13465	0.24236	0.03668
Definition and	0.1688	0.0003	0.3503	0.1340	0.5407	0.0970	0.0025	0.6526
Formulation	153	153	153	153	153	153	153	153
Generation of	-0.11146	-0.24041	0.04720	0.12258	0.06071	0.16728	0.20288	0.00083
Alternatives	0.1702	0.0028	0.5623	0.1312	0.4560	0.0388	0.0119	0.9918
	153	153	153	153	153	153	153	153
Decision	-0.07955	-0.22270	0.02651	0.12115	0.02503	0.11097	0.23881	0.04318
Making	0.3283	0.0057	0.7449	0.1358	0.7588	0.1721	0.0030	0.5961
	153	153	153	153	153	153	153	153
Solution	-0.09430	-0.25092	0.07867	0.07143	0.13793	0.15411	0.17893	0.00278
Implementation	0.2463	0.0018	0.3337	0.3803	0.0891	0.0572	0.0269	0.9728
Verification	153	153	153	153	153	153	153	153
Impulsivity/	0.23738	0.25860	-0.13244	-0.05677	0.01135	-0.13684	-0.21308	-0.05963
Carelessness	0.0031	0.0012	0.1027	0.4858	0.8893	0.0917	0.0082	0.4640
Style	153	153	153	153	153	153	153	153
Avoidance	0.20818	0.29302	-0.19355	-0.20526	-0.14779	-0.22390	-0.16530	-0.11815
Style	0.0098	0.0002	0.0165	0.0109	0.0683	0.0054	0.0412	0.1458
	153	153	153	153	153	153	153	153
Social Problem	-0.29806	-0.38432	0.18412	0.27978	0.16458	0.29347	0.30946	0.13064
Solving	0.0002	<. 0001	0.0223	0.0004	0.0414	0.0002	<. 0001	0.1063
	154	154	154	154	154	154	154	154

4.12 Experience of Work and Life Circumstances Questionnaire with the Social Problem-Solving Inventory- Revised for non-married

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Positive Problem Orientation	-0.29089 0.0364 52	-0.34716 0.0117 52	-0.11374 0.4220 52	0.14751 0.2967 52	0.11029 0.4363 52	-0.03472 0.8070 52	0.02727 0.8478 52	-0.05894 0.6781 52
Negative Problem Orientation	0.54454 <. 0001 52	0.49699 0.0002 52	0.00375 0.9789 52	-0.09647 0.4963 52	-0.01791 0.8997 52	-0.13991 0.3225 52	-0.14494 0.3053 52	0.05902 0.6777 52
Rational Problem Solving	-0.04359 0.7590 52	-0.11979 0.3976 52	-0.14074 0.3197 52	-0.05076 0.7208 52	0.06256 0.6595 52	-0.11365 0.4224 52	-0.28388 0.0414 52	-0.06854 0.6292 52
Problem Definition and Formulation	-0.08531 0.5476 52	-0.16327 0.2475 52	-0.09935 0.4835 52	-0.07268 0.6086 52	0.07713 0.5868 52	-0.11054 0.4353 52	-0.16090 0.2545 52	-0.02654 0.8518 52
Generation of Alternatives	0.01138 0.9362 52	-0.14930 0.2908 52	-0.23767 0.0898 52	-0.10977 0.4386 52	0.06042 0.6705 52	-0.23458 0.0942 52	-0.32003 0.0207 52	-0.09703 0.4938 52
Decision Making	0.00570 0.9680 52	-0.01881 0.8947 52	-0.07678 0.5885 52	-0.01193 0.9331 52	0.02939 0.8361 52	-0.02355 0.8684 52	-0.26876 0.0540 52	-0.07987 0.5735 52
Solution Implementation Verification	-0.08384 0.5545 52	-0.08844 0.5330 52	-0.06384 0.6530 52	0.00963 0.9460 52	0.05029 0.7233 52	-0.02652 0.8519 52	-0.19817 0.1590 52	-0.02565 0.8568 52
Impulsivity/ Carelessness Style	0.20959 0.1359 52	0.07570 0.5938 52	0.14070 0.3198 52	0.14199 0.3153 52	0.02330 0.8698 52	0.02317 0.8705 52	0.21521 0.1255 52	0.17822 0.2062 52
Avoidance Style	0.44178 0.0010 52	0.47834 0.0003 52	0.07771 0.5840 52	-0.13481 0.3407 52	-0.03285 0.8172 52	-0.09241 0.5147 52	-0.16943 0.2298 52	0.00255 0.9857 52
Social Problem Solving	-0.42607 0.0016 52	-0.42205 0.0018 52	-0.12612 0.3730 52	0.05730 0.6866 52	0.05467 0.7003 52	0.02195 0.8772 52	-0.02928 0.8368 52	-0.09769 0.4908 52

5. Pearson correlation coefficients for type of organization grouping

5.1 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire- witnessed for financial organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
WTOT	0.24961 0.0544 60	0.12283 0.3498 60	-0.41533 0.0010 60	-0.40643 0.0013 60	-0.32719 0.0107 60	-0.28701 0.0262 60	-0.24935 0.0547 60	-0.34245 0.0074 60
WEH	0.25415 0.0500 60	0.09589 0.4661 60	-0.44794 0.0003 60	-0.32369 0.0116 60	-0.24377 0.0605 60	-0.32308 0.0118 60	-0.17668 0.1769 60	-0.32989 0.0101 60
WOB	0.12316 0.3485 60	0.06129 0.6418 60	-0.22462 0.0844 60	-0.32914 0.0102 60	-0.26534 0.0405 60	-0.10404 0.4289 60	-0.22665 0.0816 60	-0.21369 0.1011 60
WOV	0.31592 0.0139 60	0.27112 0.0361 60	-0.37061 0.0036 60	-0.52394 <. 0001 60	-0.48847 <. 0001 60	-0.34232 0.0074 60	-0.34175 0.0075 60	-0.38619 0.0023 60

5.2 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire- witnessed for production/ services organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
WTOT	0.40613 0.0038 49	0.26568 0.0650 49	-0.38052 0.0070 49	-0.29413 0.0402 49	-0.06234 0.6704 49	-0.23696 0.1011 49	-0.27916 0.0521 49	0.04197 0.7746 49
WEH	0.35336 0.0128 49	0.23545 0.1034 49	-0.37728 0.0075 49	-0.28140 0.0501 49	-0.06842 0.6404 49	-0.24279 0.0928 49	-0.29470 0.0398 49	0.07597 0.6039 49
WOB	0.43873 0.0016 49	0.33187 0.0198 49	-0.40738 0.0037 49	-0.27884 0.0524 49	-0.06264 0.6689 49	-0.25403 0.0782 49	-0.30335 0.0341 49	-0.00682 0.9629 49
WOV	0.31894 0.0255 49	0.10662 0.4659 49	-0.15920 0.2746 49	-0.22665 0.1173 49	-0.01316 0.9285 49	-0.07355 0.6155 49	-0.05099 0.7279 49	0.01030 0.9440 49

5.3 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-witnessed for research and development organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
WTOT	0.24785	0.26973	-0.25530	-0.29323	-0.45680	-0.18177	-0.28336	-0.08332
	0.0930	0.0667	0.0833	0.0455	0.0012	0.2214	0.0536	0.5776
	47	47	47	47	47	47	47	47
WEH	0.31677	0.33985	-0.34668	-0.34738	-0.52109	-0.28432	-0.32972	-0.13108
	0.0301	0.0194	0.0170	0.0167	0.0002	0.0528	0.0236	0.3798
	47	47	47	47	47	47	47	47
WOB	0.05103	0.07171	-0.06032	-0.15129	-0.31884	-0.01678	-0.15306	-0.00189
	0.7334	0.6319	0.6871	0.3100	0.0289	0.9109	0.3044	0.9899
	47	47	47	47	47	47	47	47
WOV	0.22872	0.22684	-0.12753	-0.14641	-0.09316	-0.08883	-0.14884	-0.01204
	0.1220	0.1252	0.3930	0.3261	0.5334	0.5527	0.3180	0.9360
	47	47	47	47	47	47	47	47

5.4 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-witnessed for academic/auxiliary services organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
WTOT	0.65208	0.32440	-0.54715	-0.32257	-0.17182	-0.42555	-0.37171	-0.27756
	<. 0001	0.0230	<. 0001	0.0238	0.2378	0.0023	0.0085	0.0535
	49	49	49	49	49	49	49	49
WEH	0.60803	0.29740	-0.53134	-0.25396	-0.02596	-0.37962	-0.41503	-0.28191
	<. 0001	0.0380	<. 0001	0.0783	0.8595	0.0071	0.0030	0.0497
	49	49	49	49	49	49	49	49
WOB	0.67507	0.34919	-0.53709	-0.37745	-0.26790	-0.44841	-0.35417	-0.30255
	<. 0001	0.0139	<. 0001	0.0075	0.0627	0.0012	0.0125	0.0346
	49	49	49	49	49	49	49	49
WOV	0.39850	0.17863	-0.34769	-0.22379	-0.27225	-0.29109	-0.10209	-0.06065
	0.0046	0.2194	0.0144	0.1222	0.0584	0.0424	0.4852	0.6789
	49	49	49	49	49	49	49	49

5.5 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-experienced for financial organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
ETOT	0.36428	0.27750	-0.34346	-0.35748	-0.29555	-0.27662	-0.29291	-0.30050
	0.0042	0.0318	0.0072	0.0050	0.0219	0.0324	0.0231	0.0197
	60	60	60	60	60	60	60	60
EEH	0.37025	0.23670	-0.40873	-0.34305	-0.19404	-0.31729	-0.28446	-0.28744
	0.0036	0.0686	0.0012	0.0073	0.1374	0.0135	0.0276	0.0260
	60	60	60	60	60	60	60	60
EOB	0.21126	0.18777	-0.15067	-0.25113	-0.30563	-0.10231	-0.18105	-0.21259
	0.1052	0.1508	0.2505	0.0529	0.0176	0.4366	0.1662	0.1029
	60	60	60	60	60	60	60	59
EOV	0.42219	0.47085	-0.36028	-0.55741	-0.40364	-0.44489	-0.45186	-0.42229
	0.0009	0.0002	0.0051	<. 0001	0.0015	0.0004	0.0003	0.0009
	59	59	59	59	59	59	59	59

5.6 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-experienced for production/ services organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
ETOT	0.35387	0.15354	-0.21183	-0.10269	0.13075	-0.11651	-0.27912	0.13544
	0.0117	0.2871	0.1397	0.4779	0.3655	0.4204	0.0496	0.3483
	50	50	50	50	50	50	50	50
EEH	0.30054	0.09237	-0.21914	-0.07837	0.09015	-0.11602	-0.27228	0.15534
	0.0339	0.5235	0.1263	0.5885	0.5336	0.4224	0.0558	0.2814
	50	50	50	50	50	50	50	50
EOB	0.44511	0.28995	-0.20777	-0.12565	0.11694	-0.11485	-0.30953	0.16804
	0.0012	0.0411	0.1477	0.3846	0.4186	0.4271	0.0287	0.2434
	50	50	50	50	50	50	50	50
EOV	0.16837	0.00985	-0.12599	-0.00047	0.23623	-0.06779	-0.13985	-0.09327
	0.2475	0.9465	0.3884	0.9975	0.1022	0.6435	0.3379	0.5238
	49	49	49	49	49	49	49	49

5.7 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-experienced for research and development organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
ETOT	0.23769	0.30066	-0.44318	-0.30095	-0.57816	-0.36540	-0.47334	-0.19980
	0.1077	0.0400	0.0018	0.0398	<. 0001	0.0116	0.0008	0.1781
	47	47	47	47	47	47	47	47
EEH	0.28294	0.34004	-0.48373	-0.31131	-0.57688	-0.41726	-0.50616	-0.19799
	0.0540	0.0194	0.0006	0.0332	<. 0001	0.0035	0.0003	0.1822
	47	47	47	47	47	47	47	47
EOB	0.13603	0.20051	-0.33889	-0.23005	-0.49198	-0.24321	-0.36978	-0.16613
	0.3619	0.1766	0.0198	0.1198	0.0004	0.0995	0.0105	0.2644
	47	47	47	47	47	47	47	47
EOV	0.21708	0.25434	-0.27613	-0.30756	-0.48394	-0.28353	-0.32818	-0.19658
	0.1427	0.0845	0.0603	0.0355	0.0001	0.0534	0.0243	0.1854
	47	47	47	47	47	47	47	47

5.8 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-experienced for academic/ auxiliary services organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
ETOT	0.28335	0.01137	-0.50437	-0.26877	-0.14998	-0.33683	-0.21605	-0.21536
	0.0485	0.9382	0.0002	0.0619	0.3037	0.0180	0.1360	0.1373
	49	49	49	49	49	49	49	49
EEH	0.28835	0.01059	-0.44958	-0.21360	0.02804	-0.26736	-0.28539	-0.17718
	0.0445	0.9425	0.0012	0.1406	0.8483	0.0633	0.0468	0.2233
	49	49	49	49	49	49	49	49
EOB	0.55879	0.19214	-0.55212	-0.37151	-0.35438	-0.44097	-0.23789	-0.27322
	<. 0001	0.1908	<. 0001	0.0093	0.0135	0.0017	0.1035	0.0602
	48	48	48	48	48	48	48	48
EOV	0.39625	0.08063	-0.34542	-0.25559	-0.08067	-0.22358	-0.20817	-0.14514
	0.0053	0.5859	0.0162	0.0795	0.5857	0.1266	0.1557	0.3250
	48	48	48	48	48	48	48	48

5.9 Experience of Work and Life Circumstances Questionnaire with the IPAT Anxiety Scale for financial organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Factor -Q ₃	0.42979	0.49778	0.03106	-0.26604	0.08820	-0.12984	-0.30202	-0.05471
	0.0006	<. 0001	0.8137	0.0399	0.5028	0.3228	0.0190	0.6780
	60	60	60	60	60	60	60	60
Factor Q ₄	0.66447	0.62523	-0.30406	-0.37432	-0.23898	-0.40298	-0.37058	-0.23175
	<. 0001	<. 0001	0.0182	0.0032	0.0659	0.0014	0.0036	0.0748
	60	60	60	60	60	60	60	60
Factor -C	0.48243	0.47851	-0.22430	-0.18873	0.03495	-0.28023	-0.29108	-0.09893
	<. 0001	0.0001	0.0849	0.1487	0.7909	0.0301	0.0240	0.4520
	60	60	60	60	60	60	60	60
Factor L	0.51430	0.52968	-0.30200	-0.31023	-0.09508	-0.27124	-0.39490	-0.23673
	<. 0001	<. 0001	0.0190	0.0158	0.4699	0.0361	0.0018	0.0686
	60	60	60	60	60	60	60	60
Factor O	0.65420	0.62436	-0.30729	-0.35055	-0.09333	-0.43757	-0.27942	-0.17797
	<. 0001	<. 0001	0.0169	0.0060	0.4782	0.0005	0.0306	0.1737
	60	60	60	60	60	60	60	60
Score A	0.65058	0.67196	-0.29764	-0.32605	-0.12755	-0.37369	-0.38203	-0.23638
	<. 0001	<. 0001	0.0209	0.0110	0.3314	0.0033	0.0026	0.0690
	60	60	60	60	60	60	60	60
Score B	0.62458	0.59633	-0.22954	-0.36256	-0.05335	-0.35835	-0.34192	-0.14062
	<. 0001	<. 0001	0.0777	0.0044	0.6856	0.0049	0.0075	0.2839
	60	60	60	60	60	60	60	60
Total Anxiety Score	0.71733	0.71099	-0.29371	-0.38989	-0.09826	-0.41179	-0.40599	-0.20770
	<. 0001	<. 0001	0.0227	0.0021	0.4551	0.0011	0.0013	0.1113
	60	60	60	60	60	60	60	60

5.10 Experience of Work and Life Circumstances Questionnaire with the IPAT Anxiety Scale for production/ services organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Factor -Q₃	0.55329	0.49975	-0.44660	-0.28395	-0.17639	-0.43753	-0.51414	-0.14497
	<. 0001	0.0002	0.0011	0.0457	0.2204	0.0015	0.0001	0.3151
	50	50	50	50	50	50	50	50
Factor Q₄	0.57570	0.37311	-0.42443	-0.24273	-0.33476	-0.36700	-0.61204	-0.26223
	<. 0001	0.0076	0.0021	0.0894	0.0175	0.0088	<. 0001	0.0658
	50	50	50	50	50	50	50	50
Factor -C	0.39717	0.32900	-0.30139	-0.14996	-0.27232	-0.24695	-0.41104	-0.10227
	0.0043	0.0197	0.0334	0.2986	0.0557	0.0838	0.0030	0.4798
	50	50	50	50	50	50	50	50
Factor L	0.49622	0.47651	-0.32784	-0.21372	-0.18748	-0.32116	-0.42850	-0.12783
	0.0002	0.0005	0.0201	0.1361	0.1923	0.0230	0.0019	0.3763
	50	50	50	50	50	50	50	50
Factor O	0.62915	0.42178	-0.39197	-0.21531	-0.28062	-0.34126	-0.66874	-0.16182
	<. 0001	0.0023	0.0049	0.1332	0.0484	0.0153	<. 0001	0.2616
	50	50	50	50	50	50	50	50
Score A	0.60080	0.37078	-0.40908	-0.19957	-0.32431	-0.34765	-0.55865	-0.15424
	<. 0001	0.0080	0.0032	0.1647	0.0216	0.0134	<. 0001	0.2849
	50	50	50	50	50	50	50	50
Score B	0.64165	0.55112	-0.46737	-0.29947	-0.28312	-0.43307	-0.69503	-0.23101
	<. 0001	<. 0001	0.0006	0.0346	0.0463	0.0017	<. 0001	0.1065
	50	50	50	50	50	50	50	50
Total Anxiety Score	0.66022	0.49714	-0.46716	-0.26922	-0.31982	-0.41776	-0.67079	-0.20782
	<. 0001	0.0002	0.0006	0.0587	0.0236	0.0025	<. 0001	0.1476
	50	50	50	50	50	50	50	50

5.11 Experience of Work and Life Circumstances Questionnaire with the IPAT Anxiety Scale for research and development organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Factor -Q₃	0.38625	0.25683	-0.07843	-0.07658	-0.13949	0.00274	-0.22370	0.07598
	0.0073	0.0814	0.6003	0.6089	0.3497	0.9854	0.1306	0.6117
	47	47	47	47	47	47	47	47
Factor Q₄	0.46002	0.31773	-0.26270	-0.25569	-0.21380	-0.23883	-0.40101	-0.16266
	0.0011	0.0295	0.0744	0.0828	0.1490	0.1059	0.0052	0.2746
	47	47	47	47	47	47	47	47
Factor -C	0.28967	0.20714	-0.32508	-0.09672	0.02292	-0.15397	-0.33505	-0.16078
	0.0483	0.1624	0.0258	0.5178	0.8785	0.3015	0.0213	0.2803
	47	47	47	47	47	47	47	47
Factor L	0.17686	0.05459	-0.01681	-0.04332	0.11674	0.02526	-0.08504	-0.09772
	0.2343	0.7155	0.9107	0.7725	0.4345	0.8661	0.5698	0.5134
	47	47	47	47	47	47	47	47
Factor O	0.37801	0.29643	-0.11848	-0.20018	-0.06342	-0.11053	-0.30379	-0.13392
	0.0088	0.0430	0.4277	0.1773	0.6719	0.4595	0.0379	0.3695
	47	47	47	47	47	47	47	47
Score A	0.42672	0.28352	-0.25379	-0.19449	-0.06806	-0.19587	-0.35211	-0.17211
	0.0028	0.0535	0.0852	0.1902	0.6494	0.1870	0.0152	0.2474
	47	47	47	47	47	47	47	47
Score B	0.40222	0.28989	-0.10635	-0.14971	0.03098	-0.03573	-0.30110	-0.03182
	0.0051	0.0481	0.4768	0.3152	0.8362	0.8116	0.0397	0.8318
	47	47	47	47	47	47	47	47
Total Anxiety Score	0.45139	0.31160	-0.19988	-0.18838	-0.02289	-0.13034	-0.35657	-0.11475
	0.0014	0.0330	0.1780	0.2048	0.8786	0.3825	0.0139	0.4425
	47	47	47	47	47	47	47	47

5.12 Experience of Work and Life Circumstances Questionnaire with the IPAT Anxiety Scale for academic/auxiliary services organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Factor -Q₃	0.14579	0.25906	0.23834	-0.09686	-0.10197	0.03379	0.04206	0.03461
	0.3175	0.0723	0.0991	0.5079	0.4857	0.8177	0.7742	0.8134
	49	49	49	49	49	49	49	49
Factor Q₄	0.41938	0.31402	-0.24369	-0.31931	-0.26635	-0.31350	-0.05868	-0.25732
	0.0027	0.0280	0.0915	0.0253	0.0643	0.0283	0.6888	0.0743
	49	49	49	49	49	49	49	49
Factor -C	0.30915	0.32040	-0.11853	-0.11777	0.06909	-0.23077	-0.12271	-0.31111
	0.0307	0.0248	0.4173	0.1731	0.6371	0.1106	0.4009	0.0296
	49	49	49	49	49	49	49	49
Factor L	0.14687	0.11622	-0.13108	-0.15807	-0.07552	-0.15611	-0.15562	-0.01733
	0.3139	0.4265	0.3693	0.2780	0.6060	0.2841	0.2856	0.9059
	49	49	49	49	49	49	49	49
Factor O	0.46775	0.45673	0.00272	-0.25805	-0.21061	-0.21028	-0.03028	-0.17241
	0.0007	0.0010	0.9852	0.0734	0.1463	0.1470	0.8363	0.2362
	49	49	49	49	49	49	49	49
Score A	0.28899	0.40865	0.05452	-0.12041	-0.08233	-0.11961	0.02091	-0.13439
	0.0440	0.0036	0.7099	0.4099	0.5739	0.4130	0.8866	0.3572
	49	49	49	49	49	49	49	49
Score B	0.48551	0.35696	-0.16861	-0.39181	-0.24610	-0.31792	-0.14322	-0.23855
	0.0004	0.0118	0.2468	0.0054	0.0883	0.0260	0.3262	0.0988
	49	49	49	49	49	49	49	49
Total Anxiety Score	0.43401	0.41937	-0.07156	-0.29259	-0.18720	-0.24861	-0.07377	-0.20936
	0.0018	0.0027	0.6251	0.0413	0.1977	0.0850	0.6144	0.1488
	49	49	49	49	49	49	49	49

5.13 Experience of Work and Life Circumstances Questionnaire with the Beck Depression Inventory for financial organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Depression	0.73800	0.69956	-0.39363	-0.25433	-0.28258	-0.56123	-0.46887	-0.31623
	<. 0001	<. 0001	0.0019	0.0499	0.0287	<. 0001	0.0002	0.0138
	60	60	60	60	60	60	60	60

5.14 Experience of Work and Life Circumstances Questionnaire with the Beck Depression Inventory for production/ services organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Depression	0.70127	0.69116	-0.46068	-0.24242	-0.01965	-0.37622	-0.57997	-0.21008
	<. 0001	<. 0001	0.0009	0.0933	0.8934	0.0077	<. 0001	0.1474
	49	49	49	49	49	49	49	49

5.15 Experience of Work and Life Circumstances Questionnaire with the Beck Depression Inventory for research and development organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Depression	0.49753	0.46220	-0.33525	-0.15387	0.01712	-0.31077	-0.44163	-0.13509
	0.0004	0.0011	0.0212	0.3018	0.9091	0.0335	0.0019	0.3653
	47	47	47	47	47	47	47	47

5.16 Experience of Work and Life Circumstances Questionnaire with the Beck Depression Inventory for academic/auxiliary services organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Depression	0.61913	0.56085	-0.24685	-0.42821	-0.15940	-0.33298	-0.45462	-0.38701
	<. 0001	<. 0001	0.0873	0.0021	0.2740	0.0194	0.0010	0.0060
	49	49	49	49	49	49	49	49

5.17 Experience of Work and Life Circumstances Questionnaire with the Penn State Worry Questionnaire for financial organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Worry	0.45199	0.37964	-0.13461	-0.17603	-0.02963	-0.15297	-0.18699	-0.07423
	0.0003	0.0028	0.3052	0.1785	0.8222	0.2433	0.1526	0.5730
	60	60	60	60	60	60	60	60

5.18 Experience of Work and Life Circumstances Questionnaire with the Penn State Worry Questionnaire for production/ services organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
	0.58716	0.43427	-0.31497	-0.30982	-0.28417	-0.24179	-0.58126	-0.08091
Worry	<. 0001	0.0023	0.0311	0.0341	0.0529	0.1015	<. 0001	0.5887
	47	47	47	47	47	47	47	47

5.19 Experience of Work and Life Circumstances Questionnaire with the Penn State Worry Questionnaire for research and development organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
	0.48525	0.26553	-0.04137	-0.21765	0.05786	0.05668	-0.13395	0.06801
Worry	0.0005	0.0712	0.7825	0.1417	0.6993	0.7051	0.3694	0.6497
	47	47	47	47	47	47	47	47

5.20 Experience of Work and Life Circumstances Questionnaire with the Penn State Worry Questionnaire for academic/ auxiliary organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
	0.48797	0.45860	0.02572	-0.31603	-0.21824	-0.24610	-0.09903	-0.22093
Worry	0.0004	0.0009	0.8608	0.0270	0.1319	0.0883	0.4984	0.1271
	49	49	49	49	49	49	49	49

5.21 Experience of Work and Life Circumstances Questionnaire with the Social Problem-Solving Questionnaire-Revised for financial organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Positive	-0.31452	-0.51781	0.05585	0.47577	0.20148	0.23270	0.38884	0.00895
Problem	0.0144	<. 0001	0.6717	0.0001	0.1227	0.0736	0.0021	0.9459
Orientation	60	60	60	60	60	60	60	60
Negative	0.69326	0.59632	-0.23725	-0.29179	-0.28826	-0.35414	-0.30632	-0.23546
Problem	<. 0001	<. 0001	0.0680	0.0237	0.0255	0.0055	0.0173	0.0701
Orientation	60	60	60	60	60	60	60	60
Rational	-0.27626	-0.47462	0.21186	0.39835	0.23119	0.35368	0.44489	0.10479
Problem	0.0326	0.0001	0.1042	0.0016	0.0755	0.0056	0.0004	0.4256
Solving	60	60	60	60	60	60	60	60
Problem	-0.25642	-0.48166	0.20891	0.42659	0.21592	0.35889	0.45636	0.09765
Definition and	0.0480	<. 0001	0.1092	0.0007	0.0975	0.0049	0.0002	0.4579
Formulation	60	60	60	60	60	60	60	60
Generation of	-0.29636	-0.47124	0.15863	0.36003	0.21702	0.30666	0.39803	0.04174
Alternatives	0.0215	0.0001	0.2260	0.0047	0.0958	0.0172	0.0016	0.7515
	60	60	60	60	60	60	60	60
Decision	-0.30565	-0.45933	0.25460	0.40658	0.21495	0.40229	0.47895	0.13257
Making	0.0176	0.0002	0.0496	0.0013	0.0991	0.0014	0.0001	0.3126
	60	60	60	60	60	60	60	60
Solution	-0.16620	-0.33908	0.16107	0.27804	0.20140	0.24122	0.31117	0.11254
Implementation	0.2044	0.0080	0.2189	0.0315	0.1228	0.0634	0.0155	0.3920
Verification	60	60	60	60	60	60	60	60
Impulsivity/	0.39606	0.36506	-0.21194	-0.09786	-0.10064	-0.42332	-0.19409	-0.08194
Carelessness	0.0017	0.0041	0.1040	0.4569	0.4442	0.0008	0.1373	0.5337
Style	60	60	60	60	60	60	60	60
Avoidance	0.26933	0.37694	-0.05136	-0.16544	-0.17172	-0.15647	-0.10575	-0.20813
Style	0.0374	0.0030	0.6967	0.2065	0.1896	0.2325	0.4213	0.1105
	60	60	60	60	60	60	60	60
Social Problem	-0.52959	-0.66429	0.20960	0.44057	0.28603	0.41994	0.43547	0.16467
Solving	<. 0001	<. 0001	0.1080	0.0004	0.0267	0.0008	0.0005	0.2087
	60	60	60	60	60	60	60	60

5.22 Experience of Work and Life Circumstances Questionnaire with the Social Problem-Solving Questionnaire- Revised for production/ services organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Positive	-0.32080	-0.30625	0.13577	0.02804	0.03487	0.14478	0.44564	-0.12567
Problem	0.0231	0.0305	0.3471	0.8467	0.8100	0.3158	0.0012	0.3845
Orientation	50	50	50	50	50	50	50	50
Negative	0.52491	0.51664	-0.29442	-0.30113	-0.16024	-0.31549	-0.45766	-0.00460
Problem	<. 0001	0.0001	0.0379	0.0336	0.2663	0.0256	0.0008	0.9747
Orientation	50	50	50	50	50	50	50	50
Rational	-0.17587	-0.25099	0.15061	-0.10859	0.07982	0.14011	0.24401	-0.04583
Problem	0.2218	0.0787	0.2965	0.4529	0.5816	0.3318	0.0877	0.7520
Solving	50	50	50	50	50	50	50	50
Problem	-0.21105	-0.30479	0.14850	-0.11477	-0.01673	0.18292	0.30987	-0.03853
Definition and	0.1412	0.0314	0.3034	0.4274	0.9082	0.2035	0.0285	0.7905
Formulation	50	50	50	50	50	50	50	50
Generation of	-0.14908	-0.15529	0.06099	-0.09526	0.07450	0.08006	0.20915	-0.09769
Alternatives	0.3015	0.2815	0.6739	0.5105	0.6071	0.5805	0.1449	0.4997
	50	50	50	50	50	50	50	50
Decision	-0.08295	-0.23377	0.20584	-0.02460	0.15611	0.17803	0.17970	0.07708
Making	0.5669	0.1023	0.1515	0.8654	0.2790	0.3158	0.2118	0.5947
	50	50	50	50	50	50	50	50
Solution	-0.17226	-0.20146	0.12898	-0.13859	0.08510	0.06948	0.17141	-0.08714
Implementation	0.2316	0.1606	0.3720	0.3371	0.5568	0.6316	0.2339	0.5474
Verification	50	50	50	50	50	50	50	50
Impulsivity/	0.28419	0.14739	-0.10252	0.08751	0.02956	-0.08199	-0.11129	0.12681
Carelessness	0.0455	0.3070	0.4787	0.5457	0.8385	0.5714	0.4416	0.3802
Style	50	50	50	50	50	50	50	50
Avoidance	0.34815	0.30053	-0.14923	-0.15127	0.08388	-0.16867	-0.36839	0.06973
Style	0.0132	0.0340	0.3010	0.2943	0.5625	0.2416	0.0085	0.6304
	50	50	50	50	50	50	50	50
Social Problem	-0.44881	-0.41233	0.22514	0.08814	0.04472	0.23253	0.44093	-0.09604
Solving	0.0011	0.0029	0.1159	0.5427	0.7578	0.1042	0.0014	0.5070
	50	50	50	50	50	50	50	50

5.23 Experience of Work and Life Circumstances Questionnaire with the Social Problem-Solving Questionnaire- Revised for research and development organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Positive	-0.10786	0.01248	-0.25201	-0.01645	-0.15289	-0.04756	0.03313	-0.13494
Problem	0.4755	0.9344	0.0911	0.9136	0.3104	0.7536	0.8270	0.3713
Orientation	46	46	46	46	46	46	46	46
Negative	0.45233	0.28145	-0.04858	-0.04723	0.06725	-0.02080	-0.19198	0.10478
Problem	0.0014	0.0553	0.7457	0.7526	0.6533	0.8896	0.1961	0.4834
Orientation	47	47	47	47	47	47	47	47
Rational	0.00850	0.04082	-0.24463	-0.12309	-0.26079	-0.23533	-0.20705	-0.30698
Problem	0.9553	0.7877	0.1013	0.4151	0.0800	0.1154	0.1674	0.0380
Solving	46	46	46	46	46	46	46	46
Problem	-0.00673	0.01647	-0.22617	-0.11538	-0.26310	-0.31605	-0.19051	-0.27894
Definition and	0.9646	0.9135	0.1307	0.4451	0.0773	0.0324	0.2047	0.0605
Formulation	46	46	46	46	46	46	46	46
Generation of	0.03215	0.08221	-0.27064	-0.14575	-0.25852	-0.22857	-0.22897	-0.28310
Alternatives	0.8320	0.5870	0.0689	0.3338	0.0828	0.1266	0.1259	0.0566
	46	46	46	46	46	46	46	46
Decision	0.01961	0.08151	-0.22517	-0.11671	-0.28801	-0.19883	-0.17748	-0.23137
Making	0.8971	0.5902	0.1324	0.4399	0.0523	0.1853	0.2380	0.1218
	46	46	46	46	46	46	46	46
Solution	-0.01770	-0.03909	-0.16026	-0.06570	-0.13305	-0.11958	-0.15020	-0.31779
Implementation	0.9071	0.7965	0.2874	0.6644	0.3781	0.4286	0.3191	0.0314
Verification	46	46	46	46	46	46	46	46
Impulsivity/	0.17523	0.11653	0.04941	0.02638	0.16649	0.08017	-0.04286	0.15259
Carelessness	0.2441	0.4406	0.7443	0.8618	0.2688	0.5964	0.7773	0.3114
Style	46	46	46	46	46	46	46	46
Avoidance	0.27370	0.28928	-0.02794	-0.31800	0.00650	-0.07144	-0.22337	0.02433
Style	0.0657	0.0512	0.8538	0.0313	0.9658	0.6371	0.1356	0.8725
	46	46	46	46	46	46	46	46
Social Problem	-0.23123	-0.13303	-0.07430	0.28075	-0.08909	0.03936	0.12987	0.07005
Solving	0.1179	0.3727	0.6196	0.0559	0.5515	0.7928	0.3843	0.6399
	47	47	47	47	47	47	47	47

5.24 Experience of Work and Life Circumstances Questionnaire with the Social Problem-Solving Questionnaire-Revised for academic/ auxiliary services organizations

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Positive	0.00810	-0.20373	-0.05059	0.17743	0.23560	0.16101	-0.11040	0.04619
Problem	0.9559	0.1603	0.7299	0.2226	0.1032	0.2691	0.4501	0.7527
Orientation	49	49	49	49	49	49	49	49
Negative	0.27902	0.49150	-0.03132	-0.08691	-0.26072	-0.24205	0.04912	-0.19813
Problem	0.0522	0.0003	0.8308	0.5527	0.0704	0.0938	0.7375	0.1723
Orientation	49	49	49	49	49	49	49	49
Rational	0.19107	-0.15583	-0.16194	0.02065	0.11641	0.05990	-0.09654	0.16419
Problem	0.1885	0.2850	0.2663	0.8880	0.4257	0.6827	0.5093	0.2596
Solving	49	49	49	49	49	49	49	49
Problem	0.21131	-0.06006	-0.10339	-0.07473	0.11271	0.00526	-0.06455	0.16457
Definition and	0.1450	0.6818	0.4796	0.6098	0.4407	0.9714	0.6595	0.2585
Formulation	49	49	49	49	49	49	49	49
Generation of	0.18289	-0.21170	-0.10836	0.03650	0.10944	0.09367	-0.09192	0.15384
Alternatives	0.2084	0.1442	0.4586	0.8034	0.4541	0.5221	0.5299	0.2912
	49	49	49	49	49	49	49	49
Decision	0.23708	-0.05389	-0.19358	-0.02301	0.09295	-0.01532	-0.08335	0.13730
Making	0.1010	0.7131	0.1826	0.8753	0.5253	0.9168	0.5691	0.3468
	49	49	49	49	49	49	49	49
Solution	0.03765	-0.18356	-0.14666	0.11051	0.08312	0.10465	-0.08616	0.10775
Implementation	0.7973	0.2068	0.3146	0.4497	0.5702	0.4742	0.5561	0.4612
Verification	49	49	49	49	49	49	49	49
Impulsivity/	0.09176	0.32041	0.04543	-0.08970	-0.07441	-0.00017	-0.13942	-0.28541
Carelessness	0.5306	0.0248	0.7566	0.5399	0.6114	0.9991	0.3394	0.0468
Style	49	49	49	49	49	49	49	49
Avoidance	0.25414	0.44440	-0.08576	-0.18756	-0.21234	-0.22051	-0.04547	-0.14143
Style	0.0780	0.0014	0.5579	0.1969	0.1430	0.1279	0.7564	0.3324
	49	49	49	49	49	49	49	49
Social Problem	-0.12066	-0.42383	-0.02802	0.15384	0.24065	0.18694	-0.01919	0.20759
Solving	0.4089	0.0024	0.8485	0.2913	0.0958	0.1984	0.8959	0.1523
	49	49	49	49	49	49	49	49

6. Pearson correlation coefficients for the five qualification groupings

6.1 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-witnessed for Grade 12 and lower

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
WTOT	0.36606	0.27364	-0.26973	-0.25755	-0.00091	-0.09818	-0.15371	-0.08563
	0.0070	0.0474	0.0508	0.0626	0.9948	0.4843	0.2718	0.5421
	53	53	53	53	53	53	53	53
WEH	0.32370	0.21528	-0.34062	-0.18778	-0.00274	-0.15508	-0.06638	-0.09944
	0.0181	0.1216	0.0126	0.1782	0.9844	0.2675	0.6368	0.4787
	53	53	53	53	53	53	53	53
WOB	0.30134	0.28006	-0.14663	-0.24215	0.00001	0.00121	-0.20573	-0.06362
	0.0283	0.0422	0.2948	0.0806	01.000	0.9931	0.1394	0.6508
	53	53	53	53	53	53	53	53
WOV	0.32804	0.20962	-0.11018	-0.28109	0.00301	-0.06308	-0.17183	-0.02491
	0.0165	0.1319	0.4322	0.0415	0.9830	0.6536	0.2186	0.8595
	53	53	53	53	53	53	53	53

6.2 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-witnessed for all diplomas

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
WTOT	0.35939	0.32227	-0.34945	-0.13226	-0.06708	-0.10182	-0.26829	0.08819
	0.0340	0.0590	0.0396	0.4488	0.7018	0.5605	0.1192	0.6144
	35	35	35	35	35	35	35	35
WEH	0.29148	0.26470	-0.24923	-0.06494	0.05954	-0.03137	-0.26255	0.14774
	0.0893	0.1244	0.1488	0.7109	0.7340	0.8580	0.1276	0.3970
	35	35	35	35	35	35	35	35
WOB	0.42995	0.40776	-0.43746	-0.21374	-0.18858	-0.16954	-0.32638	-0.01780
	0.0099	0.0150	0.0086	0.2176	0.2780	0.3302	0.0557	0.9192
	35	35	35	35	35	35	35	35
WOV	0.22745	0.12920	-0.29676	-0.08918	-0.17223	-0.12545	0.01603	0.11118
	0.1888	0.4595	0.0834	0.6104	0.3225	0.4727	0.9272	0.5249
	35	35	35	35	35	35	35	35

6.3 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-witnessed for all Bachelors degrees

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
WTOT	0.30221	-0.34228	-0.30506	-0.16289	-0.34315	-0.32399	-0.24067	-0.15016
	0.1512	0.1016	0.1472	0.1169	0.1007	0.1225	0.2573	0.4837
	24	24	24	24	24	24	24	24
WEH	0.27823	-0.27301	-0.30239	-0.14403	-0.30417	-0.31072	-0.30227	-0.12690
	0.1880	0.1968	0.1509	0.5019	0.1484	0.1395	0.1511	0.5546
	24	24	24	24	24	24	24	24
WOB	0.29165	-0.41604	-0.20634	-0.13368	-0.31255	-0.22408	-0.14631	-0.10968
	0.1667	0.0432	0.3334	0.5335	0.1370	0.2925	0.4951	0.6099
	24	24	24	24	24	24	24	24
WOV	0.21760	-0.20796	-0.31208	-0.17042	-0.30627	-0.34868	-0.11838	-0.19361
	0.3070	0.3295	0.1376	0.4259	0.1455	0.0949	0.5817	0.3647
	24	24	24	24	24	24	24	24

6.4 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-witnessed for Honours and equivalent degrees

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
WTOT	0.58692	0.19131	-0.37888	-0.53343	-0.03458	-0.47066	-0.37670	-0.22654
	0.0003	0.2862	0.0297	0.0014	0.8485	0.0057	0.0307	0.2049
	33	33	33	33	33	33	33	33
WEH	0.54632	0.11856	-0.28907	-0.47096	0.07001	-0.35636	-0.29808	-0.10863
	0.0010	0.5111	0.1028	0.0057	0.6986	0.0418	0.0920	0.5474
	33	33	33	33	33	33	33	33
WOB	0.50963	0.14337	-0.44599	-0.49836	-0.09001	-0.52507	-0.40641	-0.28932
	0.0025	0.4261	0.0093	0.0032	0.6184	0.0017	0.0189	0.1025
	33	33	33	33	33	33	33	33
WOV	0.51348	0.49812	-0.26956	-0.47670	-0.30711	-0.43210	-0.32949	-0.37936
	0.0022	0.0032	0.1293	0.0050	0.0821	0.0120	0.0611	0.0295
	33	33	33	33	33	33	33	33

6.5 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-witnessed for Masters and Doctoral degrees

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
WTOT	0.39325	0.41480	-0.44725	-0.45810	-0.36332	-0.33412	-0.36981	-0.37850
	0.0019	0.0010	0.0003	0.0002	0.0043	0.0091	0.0036	0.0029
	60	60	60	60	60	60	60	60
WEH	0.43420	0.43008	-0.49114	-0.48987	-0.34922	-0.38665	-0.45043	-0.39544
	0.0005	0.0006	<. 0001	<. 0001	0.0062	0.0023	0.0003	0.0018
	60	60	60	60	60	60	60	60
WOB	0.23517	0.30807	-0.30394	-0.32299	-0.33990	-0.21021	-0.22374	-0.28435
	0.0705	0.0166	0.0182	0.0118	0.0079	0.1069	0.0857	0.0277
	60	60	60	60	60	60	60	60
WOV	0.37589	0.34916	-0.34088	-0.37132	-0.23000	-0.21961	-0.17574	-0.29787
	0.0031	0.0063	0.0077	0.0035	0.0771	0.0918	0.1792	0.0208
	60	60	60	60	60	60	60	60

6.6 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-experienced for Grade 12 and lower

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
ETOT	0.37767	0.27039	-0.19880	-0.22029	0.00084	-0.17964	-0.24061	-0.07009
	0.0049	0.0480	0.1496	0.1095	0.9952	0.1937	0.0797	0.6145
	54	54	54	54	54	54	54	54
EEH	0.33764	0.20549	-0.25256	-0.16573	0.01972	-0.19531	-0.17665	-0.07465
	0.0125	0.1361	0.0654	0.2311	0.8875	0.1570	0.2013	0.5916
	54	54	54	54	54	54	54	54
EOB	0.39910	0.33487	-0.09543	-0.22414	-0.05021	-0.10092	-0.24704	-0.01969
	0.0028	0.0133	0.4925	0.1032	0.7184	0.4678	0.0717	0.8876
	54	54	54	54	54	54	54	54
EOV	0.24457	0.18532	-0.18641	-0.17006	0.10171	-0.19749	-0.29565	-0.13578
	0.0776	0.1840	0.1814	0.2235	0.4686	0.1564	0.0316	0.3323
	53	53	53	53	53	53	53	53

6.7 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-experienced for all diplomas

Variable	LOS	OVS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
ETOT	0.01530	-0.12077	-0.28576	0.11715	-0.06229	0.06502	-0.01613	0.17656
	0.9305	0.4895	0.0961	0.5027	0.7222	0.7106	0.9267	0.3103
	35	35	35	35	35	35	35	35
EEH	-0.00113	-0.09199	-0.19150	0.13854	0.08380	0.10813	-0.10679	0.21202
	0.9948	0.5992	0.2705	0.4274	0.6322	0.5364	0.5415	0.2214
	35	35	35	35	35	35	35	35
EOB	0.29705	0.19446	-0.48040	0.00419	-0.26680	-0.08345	-0.14986	0.06236
	0.0880	0.2704	0.0040	0.9812	0.1272	0.6389	0.3976	0.7261
	34	34	34	34	34	34	34	34
EOV	0.11648	0.09286	-0.16918	-0.07912	-0.02900	0.09932	-0.07041	0.00911
	0.5186	0.6072	0.3466	0.6616	0.8727	0.5824	0.6970	0.9599
	33	33	33	33	33	33	33	35

6.8 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-experienced for all Bachelors degrees

Variable	LOS	OVS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
ETOT	0.35984	-0.31490	-0.18223	0.02847	-0.16345	-0.16719	-0.07739	-0.01591
	0.0841	0.1339	0.3941	0.8949	0.4454	0.4349	0.7193	0.9412
	24	24	24	24	24	24	24	24
EEH	0.45030	-0.24198	-0.25918	0.04276	-0.10503	-0.19856	-0.14313	-0.10622
	0.0272	0.2546	0.2213	0.8428	0.6252	0.3523	0.5046	0.6213
	24	24	24	24	24	24	24	24
EOB	0.17274	-0.33954	-0.00718	-0.02546	-0.20265	-0.00576	-0.03607	0.14411
	0.4196	0.1045	0.9735	0.9060	0.3423	0.9787	0.8671	0.5017
	24	24	24	24	24	24	24	24
EOV	0.28111	-0.20259	-0.24549	-0.02229	-0.09719	-0.32565	0.05336	-0.13833
	0.1833	0.3424	0.2476	0.9177	0.6514	0.1205	0.8044	0.5192
	24	24	24	24	24	24	24	24

6.9 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-experienced for Honours and equivalent degrees

Variable	LOS	OVS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
ETOT	0.64959	0.26967	-0.39326	-0.63986	0.02339	-0.45891	-0.48201	-0.31396
	<. 0001	0.1291	0.0236	<. 0001	0.8972	0.0072	0.0045	0.0752
	33	33	33	33	33	33	33	33
EEH	0.55736	0.16374	-0.29359	-0.58051	0.16942	-0.31071	-0.42416	-0.14156
	0.0008	0.3625	0.0973	0.0004	0.3459	0.0784	0.0139	0.4320
	33	33	33	33	33	33	33	33
EOB	0.59911	0.29916	-0.41233	-0.53257	-0.13518	-0.49655	-0.41481	-0.38688
	0.0002	0.0908	0.0171	0.0014	0.4532	0.0033	0.0164	0.0261
	33	33	33	33	33	33	33	33
EOV	0.42770	0.32812	-0.29396	-0.47707	-0.14945	-0.44502	-0.37453	-0.48402
	0.0130	0.0623	0.0968	0.0050	0.4065	0.0095	0.0318	0.0043
	33	33	33	33	33	33	33	33

6.10 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-experienced for Masters and Doctoral degrees

Variable	LOS	OVS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
ETOT	0.37872	0.34354	-0.49884	-0.41721	-0.45034	-0.43547	-0.47796	-0.34682
	0.0028	0.0072	<. 0001	0.0009	0.0003	0.0005	0.0001	0.0066
	60	60	60	60	60	60	60	60
EEH	0.41426	0.33869	-0.49345	-0.41246	-0.40933	-0.43654	-0.53869	-0.30658
	0.0010	0.0081	<. 0001	0.0011	0.0012	0.0005	<. 0001	0.0172
	60	60	60	60	60	60	60	60
EOB	0.26199	0.27854	-0.44884	-0.35450	-0.45223	-0.39597	-0.34964	-0.32046
	0.0432	0.0312	0.0003	0.0055	0.0003	0.0017	0.0062	0.0126
	60	60	60	60	60	60	60	60
EOV	0.35313	0.35956	-0.35817	-0.37414	-0.33638	-0.26969	-0.30071	-0.39937
	0.0056	0.0048	0.0050	0.0032	0.0086	0.0372	0.0196	0.0016
	60	60	60	60	60	60	60	60

6.11 Experience of Work and Life Circumstances Questionnaire with the IPAT Anxiety Scale for Grade 12 and lower

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Factor -Q₃	0.41206	0.52549	-0.01915	-0.18529	0.10501	-0.18470	-0.36843	-0.04011
	0.0020	<. 0001	0.8907	0.1798	0.4498	0.1812	0.0061	0.7734
	54	54	54	54	54	54	54	54
Factor Q₄	0.68237	0.58911	-0.36666	-0.41096	-0.12968	-0.41328	-0.54926	-0.14941
	<. 0001	<. 0001	0.0064	0.0020	0.3500	0.0019	<. 0001	0.2809
	54	54	54	54	54	54	54	54
Factor -C	0.59239	0.51635	-0.28137	-0.23990	0.07677	-0.36554	-0.44380	-0.06059
	<. 0001	<. 0001	0.0393	0.0806	0.5811	0.0066	0.0008	0.6634
	54	54	54	54	54	54	54	54
Factor L	0.53773	0.58538	-0.40845	-0.32958	-0.13168	-0.41011	-0.45480	-0.29779
	<. 0001	<. 0001	0.0022	0.0149	0.3425	0.0021	0.0006	0.0287
	54	54	54	54	54	54	54	54
Factor O	0.71122	0.67810	-0.47364	-0.41849	-0.09476	-0.52887	-0.48153	-0.16997
	<. 0001	<. 0001	0.0003	0.0016	0.4955	<. 0001	0.0002	0.2192
	54	54	54	54	54	54	54	54
Score A	0.69329	0.65831	-0.36406	-0.35724	-0.09952	-0.43292	-0.53761	-0.17530
	<. 0001	<. 0001	0.0068	0.0080	0.4740	0.0011	<. 0001	0.2048
	54	54	54	54	54	54	54	54
Score B	0.67247	0.66112	-0.37169	-0.39126	-0.00956	-0.45664	-0.51344	-0.14324
	<. 0001	<. 0001	0.0057	0.0034	0.9453	0.0005	<. 0001	0.3015
	54	54	54	54	54	54	54	54
Total Anxiety Score	0.74031	0.71592	-0.39940	-0.40715	-0.05636	-0.48335	-0.56947	-0.17181
	<. 0001	<. 0001	0.0028	0.0022	0.6856	0.0002	<. 0001	0.2141
	54	54	54	54	54	54	54	54

6.12 Experience of Work and Life Circumstances Questionnaire with the IPAT Anxiety Scale for all diplomas

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Factor -Q₃	0.60313	0.66527	-0.12765	-0.37799	-0.15276	-0.27491	-0.42370	-0.19130
	0.0001	<. 0001	0.4649	0.0252	0.3810	0.1100	0.0112	0.2710
	35	35	35	35	35	35	35	35
Factor Q₄	0.53792	0.48531	-0.36290	-0.23670	-0.35005	-0.20971	-0.21656	-0.36867
	0.0009	0.0031	0.0321	0.1710	0.0393	0.2266	0.1533	0.0293
	35	35	35	35	35	35	35	35
Factor -C	0.21329	0.33515	0.02964	-0.03798	-0.07072	0.08573	-0.18981	-0.23713
	0.2186	0.0491	0.8658	0.8285	0.6864	0.6244	0.2748	0.1702
	35	35	35	35	35	35	35	35
Factor L	0.34758	0.49856	-0.23820	-0.30072	-0.17777	-0.17233	-0.50924	-0.29850
	0.0408	0.0023	0.1682	0.0792	0.3069	0.3222	0.0018	0.0815
	35	35	35	35	35	35	35	35
Factor O	0.56350	0.61189	-0.27625	-0.25170	-0.32210	-0.13728	-0.35038	-0.31145
	0.0004	<. 0001	0.1082	0.1447	0.0592	0.4316	0.0391	0.0686
	35	35	35	35	35	35	35	35
Score A	0.52859	0.54355	-0.26571	-0.20018	-0.30325	-0.14297	-0.34164	-0.33269
	0.0011	0.0007	0.1229	0.2489	0.0766	0.4126	0.0446	0.0509
	35	35	35	35	35	35	35	35
Score B	0.57422	0.65947	-0.24039	-0.33155	-0.26166	-0.18732	-0.40085	-0.34108
	0.0003	<. 0001	0.1642	0.0517	0.1289	0.2812	0.0170	0.0449
	35	35	35	35	35	35	35	35
Total Anxiety Score	0.59650	0.65553	-0.27038	-0.29558	-0.30082	-0.18089	-0.40369	-0.36302
	0.0002	<. 0001	0.1162	0.0847	0.0791	0.2984	0.0162	0.0321
	35	35	35	35	35	35	35	35

6.13 Experience of Work and Life Circumstances Questionnaire with the IPAT Anxiety Scale for all Bachelor degrees

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Factor -Q₃	0.23513	0.59284	-0.22359	-0.28863	-0.13913	-0.21281	-0.27274	-0.24246
	0.2687	0.0023	0.2936	0.1714	0.5167	0.3181	0.1973	0.2537
	24	24	24	24	24	24	24	24
Factor Q₄	0.52454	0.39888	-0.44420	-0.09018	-0.26247	-0.43238	-0.50373	-0.18573
	0.0085	0.0535	0.0297	0.6752	0.2153	0.0348	0.0121	0.3849
	24	24	24	24	24	24	24	24
Factor -C	0.51130	0.49535	-0.43208	0.004476	0.02950	-0.33113	-0.35120	-0.32969
	0.0107	0.0138	0.0350	0.9824	0.8912	0.1140	0.0924	0.1157
	24	24	24	24	24	24	24	24
Factor L	0.28146	0.28243	-0.32704	0.05942	-0.21925	-0.16881	-0.22079	-0.15512
	0.1827	0.1812	0.1188	0.7827	0.3033	0.4304	0.2998	0.4692
	24	24	24	24	24	24	24	24
Factor O	0.61157	0.44079	-0.24334	-0.12556	-0.07299	-0.08067	-0.38422	-0.10001
	0.0015	0.0311	0.2519	0.5588	0.7347	0.7079	0.0638	0.6420
	24	24	24	24	24	24	24	24
Score A	0.49784	0.43687	-0.44510	-0.02105	-0.23167	-0.32591	-0.37081	-0.36567
	0.0133	0.0328	0.0293	0.9222	0.2760	0.1201	0.0744	0.0789
	24	24	24	24	24	24	24	24
Score B	0.56056	0.57288	-0.32690	-0.19518	-0.08666	-0.24670	-0.46481	-0.10263
	0.0044	0.0034	0.1190	0.3607	0.6872	0.2452	0.0221	0.6332
	24	24	24	24	24	24	24	24
Total Anxiety Score	0.58230	0.55996	-0.41521	-0.12833	-0.16562	-0.30846	-0.46232	-0.24075
	0.0028	0.0044	0.0436	0.5501	0.4393	0.1425	0.0229	0.2571
	24	24	24	24	24	24	24	24

6.14 Experience of Work and Life Circumstances Questionnaire with the IPAT Anxiety Scale for Honours and equivalent degrees

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Factor -Q₃	0.25851	0.08966	0.17431	0.04866	-0.08721	0.19318	0.13643	0.10088
	0.1463	0.6197	0.3319	0.7880	0.6294	0.2814	0.4490	0.5764
	33	33	33	33	33	33	33	33
Factor Q₄	0.51927	0.30841	-0.35088	-0.35448	-0.34236	-0.35637	-0.26933	-0.35613
	0.0020	0.0808	0.0453	0.0430	0.0511	0.0418	0.1296	0.0419
	33	33	33	33	33	33	33	33
Factor -C	0.37535	0.11413	-0.26852	-0.43800	0.12548	-0.22306	-0.38024	-0.01855
	0.0314	0.5271	0.1308	0.0108	0.4865	0.2121	0.0290	0.9184
	33	33	33	33	33	33	33	33
Factor L	0.46931	0.05641	-0.03197	-0.13164	0.14588	-0.01776	-0.11268	0.05841
	0.0059	0.7552	0.8598	0.4652	0.4179	0.9219	0.5324	0.7468
	33	33	33	33	33	33	33	33
Factor O	0.52411	0.35445	-0.14508	-0.19623	-0.01186	-0.28288	-0.27121	-0.17923
	0.0017	0.0430	0.4205	0.2737	0.9478	0.1107	0.1268	0.3183
	33	33	33	33	33	33	33	33
Score A	0.38245	0.22169	-0.07455	-0.15863	0.00456	-0.06651	-0.11290	-0.05544
	0.0280	0.2150	0.6801	0.3779	0.9799	0.7131	0.5316	0.7593
	33	33	33	33	33	33	33	33
Score B	0.63559	0.27834	-0.24619	-0.34371	-0.16687	-0.31103	-0.31667	-0.20763
	<. 0001	0.1168	0.1673	0.0502	0.3533	0.0781	0.0726	0.2463
	33	33	33	33	33	33	33	33
Total Anxiety Score	0.56447	0.27646	-0.17891	-0.27924	-0.09153	-0.21110	-0.23932	-0.14688
	0.0006	0.1194	0.3192	0.1156	0.6124	0.2383	0.1798	0.4147
	33	33	33	33	33	33	33	33

6.15 Experience of Work and Life Circumstances Questionnaire with the IPAT Anxiety Scale for Masters and Doctoral degrees

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Factor -Q₃	0.37520	0.25350	-0.09153	-0.11022	0.02036	-0.16633	-0.22030	0.10484
	0.0031	0.0507	0.4867	0.4018	0.8773	0.2040	0.0908	0.4253
	60	60	60	60	60	60	60	60
Factor Q₄	0.43381	0.34008	-0.25368	-0.32749	-0.15994	-0.33927	-0.27661	-0.18255
	0.0005	0.0078	0.0505	0.0106	0.2222	0.0080	0.0324	0.1627
	60	60	60	60	60	60	60	60
Factor -C	0.25976	0.34566	-0.27290	-0.10810	-0.14131	-0.27288	-0.05998	-0.25549
	0.0450	0.0068	0.0349	0.4110	0.2815	0.0349	0.6490	0.0488
	60	60	60	60	60	60	60	60
Factor L	0.16842	0.15361	-0.05005	-0.09684	-0.06585	-0.12946	-0.08706	-0.00624
	0.1983	0.2413	0.7041	0.4617	0.6171	0.3242	0.5083	0.9623
	60	60	60	60	60	60	60	60
Factor O	0.38570	0.25276	-0.05659	-0.22174	-0.17687	-0.27430	-0.19805	-0.04058
	0.0023	0.0514	0.6676	0.0886	0.1764	0.0339	0.1293	0.7582
	60	60	60	60	60	60	60	60
Score A	0.40632	0.34104	-0.17408	-0.19799	-0.12371	-0.30991	-0.22635	-0.08854
	0.0013	0.0077	0.1834	0.1294	0.3463	0.0160	0.0820	0.5011
	60	60	60	60	60	60	60	60
Score B	0.39542	0.28971	-0.15277	-0.24108	-0.13029	-0.25931	-0.20559	-0.07216
	0.0018	0.0247	0.2439	0.0635	0.3211	0.0454	0.1151	0.5838
	60	60	60	60	60	60	60	60
Total Anxiety Score	0.44747	0.35205	-0.18243	-0.24504	-0.14176	-0.31770	-0.24108	-0.08969
	0.0003	0.0058	0.1630	0.0592	0.2799	0.0134	0.0635	0.4956
	60	60	60	60	60	60	60	60

6.16 Experience of Work and Life Circumstances Questionnaire with the Beck Depression Inventory for Grade 12 or lower

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Depression	0.77312	0.67298	-0.46190	-0.21842	-0.09467	-0.57101	-0.56965	-0.18496
	<. 0001	<. 0001	0.0004	0.1126	0.4959	<. 0001	<. 0001	0.1806
	54	54	54	54	54	54	54	54

6.17 Experience of Work and Life Circumstances Questionnaire with the Beck Depression Inventory for all Diplomas

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Depression	0.75734	0.77295	-0.29150	-0.23036	-0.24266	-0.22090	-0.45884	-0.36081
	<. 0001	<. 0001	0.0944	0.1900	0.1667	0.2093	0.0063	0.0360
	34	34	34	34	34	34	34	34

6.18 Experience of Work and Life Circumstances Questionnaire with the Beck Depression Inventory for all Bachelors degrees

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Depression	0.43929	0.52913	-0.45152	-0.25000	-0.18291	-0.33425	-0.46270	-0.47331
	0.0317	0.0078	0.0268	0.2387	0.3923	0.1104	0.0228	0.0195
	24	24	24	24	24	24	24	24

6.19 Experience of Work and Life Circumstances Questionnaire with the Beck Depression Inventory for Honours and equivalent degrees

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Depression	0.60602	0.68953	-0.34255	-0.48986	-0.46691	-0.49156	-0.39208	-0.50031
	0.0002	<. 0001	0.0510	0.0038	0.0062	0.0037	0.0240	0.0030
	33	33	33	33	33	33	33	33

6.20 Experience of Work and Life Circumstances Questionnaire with the Beck Depression Inventory for Masters and Doctoral degrees

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Depression	0.61424	0.59120	-0.37275	-0.35627	-0.10730	-0.42348	-0.44585	-0.22371
	<. 0001	<. 0001	0.0034	0.0052	0.4145	0.0007	0.0004	0.0858
	60	60	60	60	60	60	60	60

6.21 Experience of Work and Life Circumstances Questionnaire with the Penn State Worry Questionnaire for Grade 12 and lower

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
	0.60137	0.46281	-0.29292	-0.20578	-0.12239	-0.29842	-0.34916	-0.14732
Worry	<.0001	0.0006	0.0351	0.1433	0.3874	0.0316	0.0112	0.2973
	52	52	52	52	52	52	52	52

6.22 Experience of Work and Life Circumstances Questionnaire with the Penn State Worry Questionnaire for all Diplomas

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
	0.50816	0.54435	-0.01899	-0.18012	-0.05112	-0.00404	-0.22529	-0.03530
Worry	0.0022	0.0009	0.9151	0.3080	0.7740	0.9819	0.2002	0.8429
	34	34	34	34	34	34	34	34

6.23 Experience of Work and Life Circumstances Questionnaire with the Penn State Worry Questionnaire for all Bachelors degrees

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
	0.05643	0.40626	-0.18944	-0.31504	0.04050	0.10444	-0.27208	-0.12163
Worry	0.7934	0.0489	0.3753	0.1338	0.8510	0.6272	0.1984	0.5713
	24	24	24	24	24	24	24	24

6.24 Experience of Work and Life Circumstances Questionnaire with the Penn State Worry Questionnaire for Honours and equivalent degrees

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
	0.58973	0.36745	-0.16337	-0.24921	-0.38035	-0.28881	-0.30748	-0.14325
Worry	0.0003	0.0354	0.3636	0.1619	0.0290	0.1031	0.0817	0.4265
	33	33	33	33	33	33	33	33

6.25 Experience of Work and Life Circumstances Questionnaire with the Penn State Worry Questionnaire for Masters and Doctoral degrees

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
	0.53101	0.38210	-0.08417	-0.36043	-0.15251	-0.20304	-0.15227	-0.13284
Worry	<.0001	0.0026	0.5226	0.0047	0.2447	0.1197	0.2455	0.3116
	60	60	60	60	60	60	60	60

6.26 Experience of Work and Life Circumstances Questionnaire with the Social Problem-Solving Questionnaire-
 Revised for Grade 12 and lower

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Positive Problem Orientation	-0.46221 0.0004 54	-0.57220 <. 0001 54	0.07770 0.5766 54	0.38291 0.0043 54	0.15234 0.2715 54	0.18060 0.1913 54	0.37001 0.0059 54	-0.02713 0.8456 54
Negative Problem Orientation	0.69561 <. 0001 54	0.60062 <. 0001 54	-0.29214 0.0321 54	-0.26768 0.0504 54	-0.20196 0.1431 54	-0.35139 0.0092 54	-0.36690 0.0064 54	-0.10582 0.4463 54
Rational Problem Solving	-0.42028 0.0016 54	-0.52764 <. 0001 54	0.23357 0.0892 54	0.25649 0.0612 54	0.25203 0.0660 54	0.36211 0.0071 54	0.42282 0.0014 54	0.13684 0.3238 54
Problem Definition and Formulation	-0.44302 0.0008 54	-0.57497 <. 0001 54	0.25150 0.0666 54	0.29282 0.0317 54	0.25795 0.0597 54	0.42101 0.0015 54	0.44898 0.0007 54	0.16172 0.2427 54
Generation of Alternatives	-0.37951 0.0047 54	-0.43777 0.0009 54	0.13216 0.3408 54	0.21575 0.1171 54	0.20466 0.1377 54	0.24691 0.0719 54	0.33885 0.0122 54	0.04205 0.7627 54
Decision Making	-0.42240 0.0015 54	-0.48668 0.0002 54	0.32348 0.0170 54	0.32320 0.0171 54	0.23135 0.0923 54	0.42637 0.0013 54	0.48743 0.0002 54	0.17445 0.2071 54
Solution Implementation Verification	-0.27673 0.0428 54	-0.40661 0.0023 54	0.13900 0.3161 54	0.10063 0.4691 54	0.21548 0.1176 54	0.21690 0.1152 54	0.25669 0.0610 54	0.11489 0.4081 54
Impulsivity/Carelessness Style	0.38712 0.0038 54	0.25154 0.0665 54	-0.13716 0.3226 54	-0.00206 0.9882 54	0.14912 0.2819 54	-0.21170 0.1244 54	-0.11469 0.4089 54	0.13684 0.3238 54
Avoidance Style	0.33763 0.0125 54	0.32263 0.0173 54	-0.15114 0.2753 54	-0.15822 0.2532 54	0.07128 0.6085 54	-0.13384 0.3346 54	-0.20094 0.1451 54	-0.06888 0.6207 54
Social Problem Solving	-0.61441 <. 0001 54	-0.61096 <. 0001 54	0.23454 0.0878 54	0.29090 0.0328 54	0.10748 0.4392 54	0.32861 0.0153 54	0.39637 0.0030 54	0.03812 0.7843 54

 6.27 Experience of Work and Life Circumstances Questionnaire with the Social Problem-Solving Questionnaire-
 Revised for all Diplomas

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Positive Problem Orientation	0.04004 0.8193 35	-0.14797 0.3963 35	0.01741 0.9209 35	0.07969 0.6491 35	-0.04584 0.7937 35	0.08337 0.6340 35	0.14172 0.4167 35	-0.11520 0.5099 35
Negative Problem Orientation	0.56470 0.0004 35	0.55205 0.0006 35	-0.16732 0.3367 35	-0.15950 0.3601 35	-0.20179 0.2451 35	-0.15336 0.3791 35	-0.13954 0.4240 35	-0.03652 0.8350 35
Rational Problem Solving	0.14702 0.3994 35	-0.01431 0.9350 35	0.05775 0.7417 35	0.14943 0.3916 35	-0.05661 0.7467 35	0.07618 0.6636 35	0.29890 0.0811 35	-0.01022 0.9535 35
Problem Definition and Formulation	0.13278 0.4470 35	-0.04549 0.7953 35	0.10215 0.5593 35	0.12184 0.4856 35	-0.02838 0.8714 35	0.07303 0.6767 35	0.34792 0.0406 35	0.00709 0.9678 35
Generation of Alternatives	0.17797 0.3064 35	0.03068 0.8611 35	-0.05065 0.7726 35	0.05335 0.7608 35	-0.17357 0.3187 35	0.01446 0.9343 35	0.18377 0.2906 35	-0.15400 0.3771 35
Decision Making	0.13905 0.4257 35	0.03405 0.8460 35	-0.05041 0.7736 35	0.15238 0.3822 35	-0.17611 0.3115 35	-0.01235 0.9439 35	0.22734 0.1891 35	0.04008 0.8192 35
Solution Implementation Verification	0.09918 0.5708 35	-0.06105 0.7275 35	0.18614 0.2843 35	0.21722 0.2100 35	0.13565 0.4372 35	0.18674 0.2828 35	0.33192 0.0514 35	0.06184 0.7242 35
Impulsivity/Carelessness Style	0.24091 0.1633 35	0.39284 0.0196 35	0.06923 0.6927 35	0.00516 0.9765 35	0.12681 0.4679 35	0.08332 0.6342 35	-0.32515 0.0567 35	0.01202 0.9453 35
Avoidance Style	0.28115 0.1018 35	-0.44985 0.0067 35	-0.06677 0.7031 35	-0.05527 0.7525 35	-0.07731 0.6589 35	-0.09913 0.5710 35	-0.06140 0.7261 35	0.12931 0.4591 35
Social Problem Solving	-0.23898 0.1668 35	-0.43203 0.0096 35	0.08136 0.6422 35	0.14455 0.4074 35	0.01757 0.9202 35	0.10937 0.5317 35	0.28694 0.0947 35	-0.06263 0.7208 35

6.28 Experience of Work and Life Circumstances Questionnaire with the Social Problem-Solving Questionnaire-
 Revised for all Bachelor degrees

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Positive	0.12418	-0.25785	0.22568	0.17121	0.34140	0.45507	0.40522	0.09905
Problem	0.5632	0.2238	0.2890	0.4238	0.1025	0.0255	0.0495	0.6452
Orientation	24	24	24	24	24	24	24	24
Negative	-0.01353	0.35968	-0.16302	-0.16125	-0.01760	-0.31177	-0.23442	-0.02800
Problem	0.9500	0.0843	0.4466	0.4516	0.9349	0.1381	0.2702	0.8967
Orientation	24	24	24	24	24	24	24	24
Rational	0.10524	-0.40455	-0.01662	0.04794	0.30856	0.31118	0.19038	-0.05394
Problem	0.6246	0.0499	0.9386	0.8240	0.1424	0.1388	0.3729	0.8023
Solving	24	24	24	24	24	24	24	24
Problem	0.03820	-0.51917	0.04070	0.03968	0.24457	0.33524	0.27054	-0.01869
Definition and	0.8594	0.0093	0.8502	0.8540	0.2494	0.1093	0.2010	0.9309
Formulation	24	24	24	24	24	24	24	24
Generation of	0.19685	-0.32983	-0.02196	-0.00968	0.22594	0.33475	0.13971	-0.03367
Alternatives	0.3566	0.1155	0.9189	0.9642	0.2884	0.1098	0.5150	0.8759
	24	24	24	24	24	24	24	24
Decision	0.15905	-0.32563	-0.08826	-0.01168	0.26043	0.15489	0.09748	-0.09984
Making	0.4579	0.1205	0.6817	0.9568	0.2190	0.4699	0.6505	0.6425
	24	24	24	24	24	24	24	24
Solution	0.00639	-0.31536	0.00926	0.13600	0.36889	0.31042	0.18788	-0.04145
Implementation	0.9764	0.1333	0.9658	0.5263	0.0761	0.1399	0.3793	0.8475
Verification	24	24	24	24	24	24	24	24
Impulsivity/	-0.00596	0.21651	-0.30129	-0.09025	-0.41774	-0.52867	-0.19834	-0.12981
Carelessness	0.9779	0.3096	0.1525	0.6749	0.0422	0.0255	0.3528	0.5455
Style	24	24	24	24	24	24	24	24
Avoidance	-0.11424	0.32835	-0.30483	-0.20726	-0.31876	-0.33915	-0.12544	-0.37209
Style	0.5950	0.1172	0.1475	0.3312	0.1290	0.1050	0.5592	0.0734
	24	24	24	24	24	24	24	24
Social Problem	0.09390	-0.39876	0.23367	0.16802	0.34959	0.48820	0.30055	0.12788
Solving	0.6625	0.0536	0.2718	0.4326	0.0940	0.0155	0.1536	0.5515
	24	24	24	24	24	24	24	24

 6.29 Experience of Work and Life Circumstances Questionnaire with the Social Problem-Solving Questionnaire-
 Revised for Honours and equivalent degrees

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Positive	-0.16476	-0.33231	-0.11351	0.06273	0.26691	-0.06506	0.03371	-0.04959
Problem	0.3596	0.0588	0.5294	0.7288	0.1332	0.7191	0.8523	0.7840
Orientation	33	33	33	33	33	33	33	33
Negative	0.45277	0.38937	-0.04319	-0.13516	-0.41474	-0.15375	-0.26331	0.02114
Problem	0.0081	0.0251	0.8114	0.4533	0.0164	0.3930	0.1387	0.9070
Orientation	33	33	33	33	33	33	33	33
Rational	0.11331	-0.07425	-0.34228	-0.17394	0.05599	-0.24551	-0.25234	-0.20663
Problem	0.5301	0.6813	0.0512	0.3330	0.7570	0.1685	0.1566	0.2486
Solving	33	33	33	33	33	33	33	33
Problem	0.07754	0.02286	-0.21006	-0.19702	0.02486	-0.20936	-0.12654	-0.16594
Definition and	0.6680	0.8995	0.2407	0.2718	0.8908	0.2423	0.4829	0.3560
Formulation	33	33	33	33	33	33	33	33
Generation of	0.07621	-0.21164	-0.30741	0.00266	0.19446	-0.22766	-0.19577	-0.13120
Alternatives	0.6734	0.2371	0.0818	0.9883	0.2782	0.2026	0.2749	0.4667
	33	33	33	33	33	33	33	33
Decision	0.28764	0.00711	-0.27462	-0.12817	0.07457	-0.17206	-0.22066	-0.11037
Making	0.1045	0.9687	0.1219	0.4772	0.6800	0.3383	0.2172	0.5409
	33	33	33	33	33	33	33	33
Solution	-0.00764	-0.04722	-0.34126	-0.25060	-0.07836	-0.21492	-0.28456	-0.26235
Implementation	0.9663	0.7941	0.0519	0.1595	0.6647	0.2297	0.1085	0.1402
Verification	33	33	33	33	33	33	33	33
Impulsivity/	0.22407	0.16142	0.03128	-0.05320	-0.34802	0.01070	-0.18747	-0.01545
Carelessness	0.2100	0.3695	0.8628	0.7687	0.0472	0.9529	0.2962	0.9320
Style	33	33	33	33	33	33	33	33
Avoidance	0.40132	0.29760	-0.01374	-0.29806	-0.35183	-0.06286	-0.27995	0.09502
Style	0.0206	0.0926	0.9395	0.0920	0.0447	0.7282	0.1146	0.5989
	33	33	33	33	33	33	33	33
Social Problem	-0.29333	-0.33124	-0.10630	0.09684	0.36921	-0.02273	0.13800	-0.09397
Solving	0.0976	0.0597	0.5560	0.5919	0.0345	0.9001	0.4438	0.6030
	33	33	33	33	33	33	33	33

6.30 Experience of Work and Life Circumstances Questionnaire with the Social Problem-Solving Questionnaire-Revised for Masters and Doctoral degrees

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Positive Problem Orientation	-0.28193	-0.16378	-0.04710	0.15068	0.08466	0.20209	0.10940	0.05237
	0.0305	0.2152	0.7232	0.2546	0.5238	0.1248	0.4095	0.6937
	59	59	59	59	59	59	59	59
Negative Problem Orientation	0.45007	0.54703	-0.19713	-0.20872	-0.17320	-0.29035	-0.12259	-0.31417
	0.0003	<. 0001	0.1311	0.1095	0.1857	0.0244	0.3508	0.0145
	60	60	60	60	60	60	60	60
Rational Problem Solving	-0.16334	-0.12680	0.01247	0.01822	-0.07185	0.02963	-0.03886	-0.03222
	0.2164	0.3386	0.9253	0.8910	0.5887	0.8237	0.7701	0.8086
	59	59	59	59	59	59	59	59
Problem Definition and Formulation	-0.10930	-0.11169	-0.02985	0.00436	-0.12318	-0.08829	-0.06440	-0.05534
	0.4099	0.3997	0.8224	0.9739	0.3526	0.5061	0.6280	0.6772
	59	59	59	59	59	59	59	59
Generation of Alternatives	-0.20117	-0.16925	0.06608	0.02730	-0.02498	0.12412	0.03293	0.02615
	0.1266	0.2000	0.6190	0.8374	0.8511	0.3489	0.8044	0.8441
	59	59	59	59	59	59	59	59
Decision Making	-0.05921	0.03955	-0.05848	-0.03945	-0.12983	-0.03663	-0.08439	-0.10753
	0.6614	0.7662	0.6600	0.7668	0.3271	0.7830	0.5251	0.4176
	59	59	59	59	59	59	59	59
Solution Implementation Verification	-0.20087	-0.19956	0.05850	0.06990	0.01684	0.09063	-0.02977	0.01547
	0.1271	0.1297	0.6598	0.5988	0.8993	0.4948	0.8229	0.9074
	59	59	59	59	59	59	59	59
Impulsivity/Carelessness Style	0.13921	0.15532	-0.05372	0.04218	0.08349	-0.04558	0.01596	-0.06468
	0.2930	0.2401	0.6861	0.7511	0.5296	0.7318	0.9045	0.6265
	59	59	59	59	59	59	59	59
Avoidance Style	0.29646	0.43564	-0.07714	-0.22361	-0.15057	-0.26140	-0.11879	-0.19936
	0.0226	0.0006	0.5614	0.0887	0.2550	0.0455	0.3702	0.1301
	59	59	59	59	59	59	59	59
Social Problem Solving	-0.31283	-0.28812	0.04838	0.28239	0.07745	0.24083	0.10789	0.22958
	0.0149	0.0256	0.7136	0.0288	0.5564	0.0638	0.4119	0.0776
	60	60	60	60	60	60	60	60

7. Pearson correlation coefficients for the three position levels

7.1 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-witnessed for senior management

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
WTOT	0.33546	0.17462	-0.44039	-0.23868	-0.29847	-0.31703	-0.27450	-0.18475
	0.0006	0.0807	<. 0001	0.0162	0.0024	0.0012	0.0055	0.0644
	101	101	101	101	101	101	101	101
WEH	0.29598	0.15344	-0.42161	-0.25093	-0.25196	-0.30872	-0.24018	-0.15559
	0.0027	0.1255	<. 0001	0.0114	0.0110	0.0017	0.0156	0.1203
	101	101	101	101	101	101	101	101
WOB	0.33903	0.19367	-0.41843	-0.20714	-0.29011	-0.29405	-0.32283	-0.20655
	0.0005	0.0523	<. 0001	0.0377	0.0033	0.0028	0.0010	0.0382
	101	101	101	101	101	101	101	101
WOV	0.24111	0.08187	-0.26375	-0.11130	-0.28809	-0.18952	-0.08336	-0.10758
	0.0151	0.4157	0.0077	0.2678	0.0035	0.0577	0.4072	0.2842
	101	101	101	101	101	101	101	101

7.2 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-witnessed for middle management

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
WTOT	0.48369	0.27930	-0.26937	-0.41796	-0.04936	-0.25513	-0.24071	-0.17521
	<. 0001	0.0293	0.0358	0.0008	0.7056	0.0472	0.0617	0.1768
	61	61	61	61	61	61	61	61
WEH	0.49835	0.26734	-0.24109	-0.34785	0.02932	-0.24854	-0.29318	-0.11951
	<. 0001	0.0373	0.0612	0.0060	0.8225	0.0534	0.0218	0.3590
	61	61	61	61	61	61	61	61
WOB	0.38883	0.27604	-0.32801	-0.41177	-0.16101	-0.26725	-0.20710	-0.23779
	0.0020	0.0313	0.0099	0.0010	0.2151	0.0373	0.1093	0.0650
	61	61	61	61	61	61	61	61
WOV	0.30809	0.13786	-0.06286	-0.35813	-0.02893	-0.08472	0.00186	-0.10089
	0.0157	0.2894	0.6303	0.0046	0.8249	0.5162	0.9887	0.4391
	61	61	61	61	61	61	61	61

7.3 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-witnessed for specialist staff

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
WTOT	0.38711	0.36781	-0.45852	-0.35685	-0.05003	-0.27570	-0.34554	-0.10484
	0.0113	0.0166	0.0023	0.0204	0.7530	0.0772	0.0250	0.5088
	42	42	42	42	42	42	42	42
WEH	0.34391	0.28181	-0.48939	-0.28631	0.01508	-0.23909	-0.31911	-0.10759
	0.0257	0.0706	0.0010	0.0660	0.9245	0.1273	0.0394	0.4976
	42	42	42	42	42	42	42	42
WOB	0.34137	0.35691	-0.29687	-0.35449	-0.11841	-0.23736	-0.27113	-0.06709
	0.0269	0.0203	0.0562	0.0213	0.4551	0.1301	0.0824	0.6729
	42	42	42	42	42	42	42	42
WOV	0.44954	0.52110	-0.48271	-0.43412	-0.10352	-0.35766	-0.43871	-0.12928
	0.0028	0.0004	0.0012	0.0041	0.5141	0.0200	0.0037	0.4145
	42	42	42	42	42	42	42	42

7.4 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-experienced for senior management

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
ETOT	0.15466	0.06073	-0.37216	-0.12343	-0.23252	-0.25501	-0.20862	-0.13490
	0.1206	0.5443	0.0001	0.2165	0.0187	0.0097	0.0354	0.1764
	102	102	102	102	102	102	102	102
EEH	0.14591	0.05395	-0.35300	-0.15761	-0.16645	-0.25417	-0.21589	-0.11922
	0.1434	0.5902	0.0003	0.1136	0.0945	0.0099	0.0293	0.2327
	102	102	102	102	102	102	102	102
EOB	0.25205	0.16480	-0.38676	-0.09830	-0.32557	-0.26792	-0.25486	-0.15390
	0.0110	0.0996	<. 0001	0.3281	0.0009	0.0068	0.0101	0.1244
	101	101	101	101	101	101	101	101
EOV	0.23314	0.12543	-0.29096	-0.15952	-0.20014	-0.26998	-0.15857	-0.24091
	0.0196	0.2137	0.0033	0.1129	0.0459	0.0066	0.1151	0.0158
	100	100	100	100	100	100	100	100

7.5 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-experienced for middle management

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
ETOT	0.54868	0.28582	-0.33267	-0.35179	-0.12592	-0.26139	-0.39952	-0.10841
	<. 0001	0.0256	0.0088	0.0054	0.3336	0.0419	0.0014	0.4056
	61	61	61	61	61	61	61	61
EEH	0.55715	0.24435	-0.28183	-0.28551	-0.03029	-0.23407	-0.45507	-0.04966
	<. 0001	0.0577	0.0278	0.0257	0.8168	0.0694	0.0002	0.7039
	61	61	61	61	61	61	61	61
EOB	0.48905	0.33242	-0.39673	-0.36641	-0.25232	-0.31365	-0.30378	-0.16441
	<. 0001	0.0089	0.0015	0.0074	0.0498	0.0138	0.0173	0.2054
	61	61	61	61	61	61	61	61
EOV	0.22153	0.04979	-0.03899	-0.23142	0.01840	0.01658	-0.14437	-0.05398
	0.0862	0.7032	0.7654	0.0727	0.8881	0.8991	0.2670	0.6795
	61	61	61	61	61	61	61	61

7.6 Experience of Work and Life Circumstances Questionnaire with Aggression in the Workplace Questionnaire-experienced for specialist staff

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
ETOT	0.35621	0.23179	-0.41956	-0.31958	-0.01149	-0.35288	-0.33356	-0.13704
	0.0206	0.1397	0.0057	0.0391	0.9424	0.0219	0.0309	0.3868
	42	42	42	42	42	42	42	42
EEH	0.34468	0.17043	-0.47305	-0.24536	0.05585	-0.30254	-0.33544	-0.10432
	0.0254	0.2806	0.0016	0.1173	0.7254	0.0515	0.0299	0.5109
	42	42	42	42	42	42	42	42
EOB	0.36627	0.28952	-0.29747	-0.36254	-0.12319	-0.33817	-0.28621	-0.12222
	0.0170	0.0629	0.0557	0.0183	0.4370	0.0285	0.0661	0.4407
	42	42	42	42	42	42	42	42
EOV	0.27374	0.28454	-0.34436	-0.24347	0.08270	-0.37368	-0.35562	-0.22047
	0.0833	0.0714	0.0275	0.1250	0.6072	0.0161	0.0225	0.1660
	41	41	41	41	41	41	41	41

7.7 Experience of Work and Life Circumstances Questionnaire with the IPAT Anxiety Scale for senior management

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Factor -Q₃	0.34436	0.41709	0.07899	-0.08305	0.08402	-0.04500	-0.22009	-0.07429
	0.0004	<. 0001	0.4300	0.4066	0.4012	0.6533	0.0262	0.4580
	102	102	102	102	102	102	102	102
Factor Q₄	0.56164	0.49836	-0.25630	-0.27005	-0.14392	-0.27275	-0.29940	-0.24617
	<. 0001	<. 0001	0.0093	0.0061	0.1490	0.0055	0.0022	0.0126
	102	102	102	102	102	102	102	102
Factor -C	0.42463	0.49705	-0.17666	-0.14846	0.06673	-0.12352	-0.32857	-0.21195
	<. 0001	<. 0001	0.0757	0.1364	0.5052	0.2161	0.0007	0.0325
	102	102	102	102	102	102	102	102
Factor L	0.42550	0.46953	-0.17420	-0.20849	0.04386	-0.14482	-0.38464	-0.29779
	<. 0001	<. 0001	0.0799	0.0355	0.6616	0.1464	<. 0001	0.0024
	102	102	102	102	102	102	102	102
Factor O	0.59388	0.52407	-0.11081	-0.18265	0.00978	-0.11947	-0.22352	-0.12139
	<. 0001	<. 0001	0.2676	0.0661	0.9222	0.2317	0.0239	0.2242
	102	102	102	102	102	102	102	102
Score A	0.51551	0.53739	-0.11985	-0.14036	-0.02276	-0.15743	-0.27981	-0.24067
	<. 0001	<. 0001	0.2302	0.1594	0.8204	0.1140	0.0044	0.0148
	102	102	102	102	102	102	102	102
Score B	0.61035	0.58241	-0.17934	-0.27705	0.01667	-0.18370	-0.36138	-0.18024
	<. 0001	<. 0001	0.0713	0.0048	0.8680	0.0646	0.0002	0.0699
	102	102	102	102	102	102	102	102
Total Anxiety Score	0.61109	0.60652	-0.16329	-0.22920	-0.00227	-0.18510	-0.34874	-0.22597
	<. 0001	<. 0001	0.1010	0.0205	0.9819	0.0625	0.0003	0.0224
	102	102	102	102	102	102	102	102

7.8 Experience of Work and Life Circumstances Questionnaire with the IPAT Anxiety Scale for middle management

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Factor -Q₃	0.33084	0.32452	-0.17732	-0.22170	-0.01159	-0.23973	-0.18476	0.02253
	0.0092	0.0107	0.1716	0.0860	0.9294	0.0628	0.1540	0.8632
	61	61	61	61	61	61	61	61
Factor Q₄	0.47261	0.29321	-0.22258	-0.31538	-0.06049	-0.25907	-0.27840	-0.08820
	0.0001	0.0218	0.0847	0.0133	0.6433	0.0438	0.0298	0.4991
	61	61	61	61	61	61	61	61
Factor -C	0.36720	0.31511	-0.21638	-0.19277	-0.04376	-0.24276	-0.17645	-0.17812
	0.0036	0.0134	0.0939	0.1366	0.7377	0.0594	0.1737	0.1696
	61	61	61	61	61	61	61	61
Factor L	0.39479	0.39767	-0.13364	-0.17937	-0.07791	-0.18299	-0.18431	-0.02354
	0.0016	0.0015	0.3045	0.1666	0.5506	0.1581	0.1550	0.8571
	61	61	61	61	61	61	61	61
Factor O	0.42491	0.41875	-0.16941	-0.27583	-0.13097	-0.24507	-0.26192	-0.11584
	0.0006	0.0008	0.1918	0.0314	0.3144	0.0570	0.0414	0.3740
	61	61	61	61	61	61	61	61
Score A	0.51554	0.40368	-0.19474	-0.26172	-0.02291	-0.25529	-0.26258	-0.03607
	<. 0001	0.0013	0.1326	0.0416	0.8609	0.0471	0.0409	0.7826
	61	61	61	61	61	61	61	61
Score B	0.39807	0.38186	-0.22390	-0.29666	-0.12749	-0.28077	-0.24810	-0.13862
	0.0015	0.0024	0.0828	0.0203	0.3275	0.0284	0.0539	0.2867
	61	61	61	61	61	61	61	61
Total Anxiety Score	0.50383	0.43527	-0.23304	-0.31072	-0.08618	-0.29809	-0.28296	-0.09961
	<. 0001	0.0005	0.0707	0.0148	0.5090	0.0196	0.0271	0.4450
	61	61	61	61	61	61	61	61

7.9 Experience of Work and Life Circumstances Questionnaire with the IPAT Anxiety Scale for specialist staff

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Factor -Q₃	0.57385 <. 0001 42	0.39503 0.0096 42	-0.28588 0.0655 42	-0.32000 0.0388 42	-0.24786 0.1135 42	-0.17179 0.2767 42	-0.46437 0.0019 42	0.03530 0.8244 42
Factor Q₄	0.56230 0.0001 42	0.42808 0.0047 42	-0.32405 0.0363 42	-0.33796 0.0286 42	-0.44957 0.0028 42	-0.34244 0.0264 42	-0.46482 0.0019 42	-0.32725 0.0344 42
Factor -C	0.24805 0.1132 42	0.02715 0.8645 42	-0.14834 0.3485 42	-0.15493 0.3272 42	0.12497 0.4304 42	-0.15894 0.3147 42	-0.15961 0.3126 42	0.05058 0.7504 42
Factor L	0.11304 0.4760 42	-0.09760 0.5386 42	-0.23196 0.1394 42	-0.13504 0.3938 42	-0.10223 0.5194 42	-0.12295 0.4379 42	-0.05204 0.7435 42	0.02029 0.8244 42
Factor O	0.56207 0.0001 42	0.36530 0.0174 42	-0.27870 0.0739 42	-0.34588 0.0249 42	-0.24217 0.1223 42	-0.45867 0.0023 42	-0.41311 0.0065 42	-0.22957 0.1436 42
Score A	0.47690 0.0014 42	0.29594 0.0571 42	-0.40790 0.0073 42	-0.31899 0.0395 42	-0.36575 0.0172 42	-0.32390 0.0364 42	-0.42226 0.0053 42	0.20669 0.1891 42
Score B	0.59621 <. 0001 42	0.35209 0.0222 42	-0.23954 0.1265 42	-0.34815 0.0239 42	-0.18956 0.2292 42	-0.35276 0.0219 42	-0.40864 0.0072 42	-0.11921 0.4521 42
Total Anxiety Score	0.61005 <. 0001 42	0.36762 0.0166 42	-0.35633 0.0205 42	-0.37706 0.0138 42	-0.30407 0.0503 42	-0.38241 0.0124 42	-0.46718 0.0018 42	-0.17923 0.2561 42

7.10 Experience of Work and Life Circumstances Questionnaire with the Beck Depression Inventory for senior management

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Depression	0.72655 <. 0001 101	0.74382 <. 0001 101	-0.25307 0.0107 101	-0.22574 0.0232 101	-0.15140 0.1307 101	-0.31951 0.0011 101	-0.46874 <. 0001 101	-0.35157 0.0003 101

7.11 Experience of Work and Life Circumstances Questionnaire with the Beck Depression Inventory for middle management

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Depression	0.61747 <. 0001 61	0.53020 <. 0001 61	-0.30686 0.0162 61	-0.33328 0.0087 61	-0.05414 0.6786 61	-0.33820 0.0077 61	-0.43853 0.0004 61	-0.09298 0.4760 61

7.12 Experience of Work and Life Circumstances Questionnaire with the Beck Depression Inventory for specialist staff

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Depression	0.53439 0.0003 42	0.51465 0.0005 42	-0.50144 0.0007 42	-0.24653 0.1155 42	-0.12668 0.4241 42	-0.54127 0.0002 42	-0.43597 0.0039 42	-0.41538 0.0062 42

7.13 Experience of Work and Life Circumstances Questionnaire with the Penn State Worry Questionnaire for senior management

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Worry	0.61001 <. 0001 101	0.51569 <. 0001 101	0.01278 0.8991 101	-0.20267 0.0421 101	0.01733 0.8635 101	-0.01262 0.9003 101	-0.19204 0.0544 101	-0.09685 0.3353 101

7.14 Experience of Work and Life Circumstances Questionnaire with the Penn State Worry Questionnaire for middle management

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Worry	0.36653 0.0040 60	0.30608 0.0174 60	-0.17625 0.1780 60	-0.27295 0.0349 60	-0.10185 0.4387 60	-0.16370 0.2114 60	-0.20815 0.1105 60	-0.00208 0.9874 60

7.15 Experience of Work and Life Circumstances Questionnaire with the Penn State Worry Questionnaire for specialist staff

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
	0.51203	0.37827	-0.23149	-0.39688	-0.48052	-0.37449	-0.38615	-0.25175
Worry	0.0006	0.0147	0.1453	0.0102	0.0015	0.0159	0.0126	0.1123
	41	41	41	41	41	41	41	41

7.16 Experience of Work and Life Circumstances Questionnaire with the Social Problem-Solving Questionnaire-Revised for senior management

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Positive	-0.14392	-0.23111	-0.16980	0.01213	-0.07649	-0.01860	0.14544	-0.13706
Problem	0.1490	0.0194	0.0880	0.9037	0.4448	0.8528	0.1447	0.1695
Orientation	102	102	102	102	102	102	102	102
Negative	0.57797	0.55213	-0.12489	-0.09469	-0.09608	-0.14493	-0.20834	-0.09370
Problem	<. 0001	<. 0001	0.2110	0.3438	0.3368	0.1461	0.0356	0.3489
Orientation	102	102	102	102	102	102	102	102
Rational	-0.01743	-0.20852	-0.19334	-0.04373	-0.12786	-0.05285	0.14094	-0.09238
Problem	0.8619	0.0355	0.0515	0.6625	0.2003	0.5978	0.1577	0.3558
Solving	102	102	102	102	102	102	102	102
Problem	-0.04429	-0.23254	-0.14103	-0.01096	-0.13959	-0.02634	0.21370	-0.08175
Definition and	0.6585	0.0187	0.1574	0.9129	0.1617	0.7927	0.0310	0.4140
Formulation	102	102	102	102	102	102	102	102
Generation of	-0.03352	-0.18482	-0.14253	-0.05297	-0.07660	-0.03026	0.09494	-0.11716
Alternatives	0.7381	0.0629	0.1530	0.5969	0.4441	0.7627	0.3425	0.2409
	102	102	102	102	102	102	102	102
Decision	0.05306	-0.13314	-0.18667	0.03523	-0.16338	-0.03305	0.17814	-0.02171
Making	0.5963	0.1822	0.0603	0.7252	0.1008	0.7416	0.0732	0.8286
	102	102	102	102	102	102	102	102
Solution	-0.02969	-0.19087	-0.21781	-0.11224	-0.08587	-0.09241	0.03365	-0.10294
Implementatio	0.7671	0.0547	0.0279	0.2614	0.3908	0.3556	0.7370	0.3032
n Verification	102	102	102	102	102	102	102	102
Impulsivity/	0.20092	0.24905	0.00996	0.08065	0.07066	-0.05638	-0.15568	0.03155
Carelessness	0.0429	0.0116	0.9209	0.4203	0.4804	0.5736	0.1182	0.7529
Style	102	102	102	102	102	102	102	102
Avoidance	0.33920	0.46266	-0.13698	-0.13737	-0.12727	-0.15396	-0.20811	-0.11740
Style	0.0005	<. 0001	0.1698	0.1686	0.2024	0.1224	0.0358	0.2399
	102	102	102	102	102	102	102	102
Social Problem	-0.34205	-0.45924	-0.04022	0.03465	-0.01953	0.07167	0.23619	-0.02257
Solving	0.0004	<. 0001	0.6882	0.7295	0.8456	0.4741	0.0168	0.8219
	102	102	102	102	102	102	102	102

7.17 Experience of Work and Life Circumstances Questionnaire with the Social Problem-Solving Questionnaire- Revised for middle management

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Positive Problem Orientation	-0.33584 0.0081 61	-0.37966 0.0025 61	0.27837 0.0298 61	0.41902 0.0008 61	0.24893 0.0530 61	0.42273 0.0007 61	0.23654 0.0665 61	0.18308 0.1579 61
Negative Problem Orientation	0.46697 0.0001 61	0.45795 0.0002 61	-0.25713 0.0454 61	-0.32837 0.0098 61	-0.15454 0.2344 61	-0.35448 0.0051 61	-0.18929 0.1440 61	-0.17596 0.1749 61
Rational Problem Solving	-0.15228 0.2414 61	-0.20977 0.1047 61	0.25919 0.0437 61	0.24841 0.0536 61	0.16441 0.2055 61	0.29793 0.0197 61	0.02456 0.8510 61	0.17262 0.1834 61
Problem Definition and Formulation	-0.13714 0.2919 61	-0.22311 0.0839 61	0.26488 0.0391 61	0.20904 0.1059 61	0.15771 0.2248 61	0.25538 0.0470 61	0.02850 0.8274 61	0.17686 0.1727 61
Generation of Alternatives	-0.14276 0.2724 61	-0.19400 0.1341 61	0.17020 0.1897 61	0.22190 0.0857 61	0.12610 0.3329 61	0.25367 0.0485 61	0.02180 0.8676 61	0.15177 0.2430 61
Decision Making	-0.14195 0.2751 61	-0.14170 0.2760 61	0.18195 0.1605 61	0.18927 0.1440 61	0.06670 0.6095 61	0.21849 0.0907 61	-0.00363 0.9779 61	0.09866 0.4494 61
Solution Implementation Verification	-0.12926 0.3208 61	-0.20412 0.1146 61	0.32933 0.0096 61	0.27808 0.0300 61	0.24747 0.0545 61	0.35114 0.0055 61	0.04297 0.7423 61	0.20037 0.1215 61
Impulsivity/Carelessness Style	0.37048 0.0033 61	0.28585 0.0255 61	-0.12559 0.3348 61	-0.25294 0.0492 61	0.07452 0.5681 61	-0.12015 0.3564 61	-0.09274 0.4772 61	-0.03937 0.7632 61
Avoidance Style	0.35012 0.0057 61	0.39389 0.0017 61	-0.16831 0.1948 61	-0.28017 0.0287 61	-0.07221 0.5802 61	-0.31562 0.0132 61	-0.16541 0.2027 61	-0.12009 0.3566 61
Social Problem Solving	-0.42127 0.0007 61	-0.43621 0.0004 61	0.27784 0.0302 61	0.38690 0.0021 61	0.14557 0.2630 61	0.38518 0.0022 61	0.18233 0.1596 61	0.17555 0.1760 61

7.18 Experience of Work and Life Circumstances Questionnaire with the Social Problem-Solving Questionnaire- Revised for specialist staff

Variable	LOS	OWS	IWSOF	IWSTC	IWSPW	IWSCM	IWSSM	IWSRF
Positive Problem Orientation	0.00965 0.9522 41	-0.25964 0.1011 41	-0.09766 0.5436 41	0.19275 0.2273 41	0.26149 0.0986 41	-0.13530 0.3990 41	0.13116 0.4137 41	-0.13322 0.4063 41
Negative Problem Orientation	0.30052 0.0531 42	0.46374 0.0020 42	-0.08952 0.5729 42	-0.21966 0.1622 42	-0.35284 0.0219 42	-0.13163 0.4060 42	-0.23810 0.1289 42	-0.03378 0.8318 42
Rational Problem Solving	-0.04376 0.7859 41	-0.22431 0.1586 41	0.01655 0.9182 41	-0.00216 0.9893 41	0.27885 0.0775 41	-0.05550 0.7304 41	0.08263 0.6075 41	-0.13539 0.3987 41
Problem Definition and Formulation	-0.08154 0.6123 41	-0.25775 0.1037 41	0.07390 0.6461 41	0.02851 0.8596 41	0.29481 0.0613 41	-0.01487 0.9265 41	0.10946 0.4957 41	-0.02981 0.8532 41
Generation of Alternatives	0.03005 0.8520 41	-0.22014 0.1667 41	-0.14561 0.3637 41	0.00079 0.9961 41	0.15291 0.3399 41	-0.11096 0.4898 41	0.03405 0.8326 41	-0.13986 0.3831 41
Decision Making	-0.05689 0.7239 41	-0.15937 0.3196 41	-0.00188 0.9907 41	-0.08664 0.5901 41	0.23096 0.1463 41	-0.07744 0.6303 41	0.02618 0.8709 41	-0.12561 0.4339 41
Solution Implementation Verification	-0.04299 0.7896 41	-0.11820 0.4617 41	0.13119 0.4136 41	0.04879 0.7620 41	0.25516 0.1074 41	0.01904 0.9060 41	0.10699 0.5056 41	-0.14468 0.3668 41
Impulsivity/Carelessness Style	0.11668 0.4675 41	0.04724 0.7693 41	0.03814 0.8128 41	0.18693 0.2419 41	-0.08279 0.6068 41	0.02873 0.8585 41	-0.02693 0.8673 41	0.14163 0.3771 41
Avoidance Style	0.05636 0.7263 41	0.15682 0.3275 41	0.00660 0.9673 41	-0.19421 0.2237 41	-0.16103 0.3145 41	0.01444 0.9286 41	-0.12969 0.4190 41	0.02813 0.8614 41
Social Problem Solving	-0.14483 0.3601 42	-0.20711 0.1882 42	0.01247 0.9375 42	0.31683 0.0409 42	0.27820 0.0744 42	0.12415 0.4334 42	0.23989 0.1260 42	0.00961 0.9518 42

