

### Interpretasie van stresbelewenis

Skaal	Stresvlak	Oorsake buite die werk	Oorsake binne die werk					
			Organisasie-funksionering	Taak-karaktertrekke	Fisiese werksomstandighede	Loopbaan moontlikhede	Sosiale omgewing	Vergoeding, byvoordele
Baie hoog	98 - 200	41 - 80	2 - 11	9 - 34	2 - 13	3 - 16	2 - 16	0 - 17
Hoog	80 - 97	34 - 40	12 - 16	35 - 40	14 - 18	17 - 21	17 - 20	18 - 22
Normaal	40 - 79	16 - 33	17 - 34	41 - 69	19 - 34	22 - 39	21 - 34	23 - 48

(Bron: WLV-handleiding, 1991:27)

University of Pretoria etd – Kruger, A (2005)

COLOUR = "SWART"

	N	Mean	Minimum	Maximum	Std.Dev.
LEVL	32	76.28	49	122	18.13
COW	32	30.19	19	55	8.80
ORG	32	18.28	3	27	4.73
TASK	32	44.75	24	61	8.70
PHYSICAL	32	22.69	9	33	6.47
CAREER	32	23.59	13	37	6.16
SOCIAL	32	23.06	14	30	4.26
REMUNE	32	23.28	8	37	7.66

COLOUR = "WIT"

	N	Mean	Minimum	Maximum	Std.Dev.
LEVL	36	70.78	48	111	15.65
COW	36	26.06	17	47	6.41
ORG	36	19.64	5	28	5.90
TASK	36	46.19	10	60	9.68
PHYSICAL	36	22.83	6	33	6.93
CAREER	36	25.19	9	37	6.61
SOCIAL	36	24.67	10	33	5.51
REMUNE	36	25.19	6	43	10.48

MNGMT = "SMP"

	N	Mean	Minimum	Maximum	Std.Dev.
LEVL	18	76.33	54	122	19.10
COW	18	30.33	19	53	9.32
ORG	18	18.94	12	27	3.75
TASK	18	45.28	28	61	8.09
PHYSICAL	18	21.44	13	33	5.84
CAREER	18	23.78	17	37	4.95
SOCIAL	18	23.89	10	31	4.68
REMUNE	18	21.39	11	37	5.92

MNGMT = "MDP"

	N	Mean	Minimum	Maximum	Std.Dev.
LEVL	31	70.61	48	105	12.20
COW	31	25.55	17	45	5.41
ORG	31	19.39	3	27	5.54
TASK	31	46.58	10	60	9.91
PHYSICAL	31	23.55	9	32	6.44
CAREER	31	25.23	9	35	6.14
SOCIAL	31	24.58	13	33	5.07
REMUNE	31	26.26	6	43	10.28

MNGMT = "MP"

	N	Mean	Minimum	Maximum	Std.Dev.
LEVL	19	75.05	49	111	21.29
COW	19	29.79	21	55	8.91
ORG	19	18.42	5	28	6.55
TASK	19	44.00	24	56	9.20
PHYSICAL	19	22.74	6	33	7.82
CAREER	19	23.79	11	37	8.05
SOCIAL	19	22.84	14	32	5.21
REMUNE	19	23.84	8	41	9.67

COLOUR = "SWART" AND MNGMT = "SMP"

	N	Mean	Minimum	Maximum	Std.Dev.
LEVL	11	80.09	57	122	21.73
COW	11	31.55	19	53	9.98
ORG	11	18.00	12	27	3.82
TASK	11	45.64	28	61	9.76
PHYSICAL	11	22.36	13	33	6.45
CAREER	11	23.09	17	37	5.41
SOCIAL	11	23.91	20	30	3.08
REMUNE	11	22.91	15	37	6.20

COLOUR = "SWART" AND MNGMT = "MDP"

	N	Mean	Minimum	Maximum	Std.Dev.
LEVL	13	74.85	56	105	13.18
COW	13	28.23	20	45	6.55
ORG	13	18.92	3	27	5.88
TASK	13	46.62	35	60	7.34
PHYSICAL	13	24.31	13	32	5.38
CAREER	13	25.00	16	35	5.72
SOCIAL	13	23.15	15	30	5.11
REMUNE	13	24.69	8	36	9.59

COLOUR = "SWART" AND MNGMT = "MP"

	N	Mean	Minimum	Maximum	Std.Dev.
LEVL	8	73.38	49	111	21.14
COW	8	31.50	24	55	10.72
ORG	8	17.63	13	26	4.21
TASK	8	40.50	24	53	8.85
PHYSICAL	8	20.50	9	33	8.12
CAREER	8	22.00	13	37	7.95
SOCIAL	8	21.75	14	28	4.33
REMUNE	8	21.50	14	33	6.30

COLOUR = "WIT" AND MNGMT = "SMP"

	N	Mean	Minimum	Maximum	Std.Dev.
LEVL	7	70.43	54	91	13.40
COW	7	28.43	19	45	8.54
ORG	7	20.43	16	24	3.36
TASK	7	44.71	40	54	5.09
PHYSICAL	7	20.00	15	27	4.83
CAREER	7	24.86	18	29	4.30
SOCIAL	7	23.86	10	31	6.79
REMUNE	7	19.00	11	25	4.93

COLOUR = "WIT" AND MNGMT = "MDP"

	N	Mean	Minimum	Maximum	Std.Dev.
LEVL	18	67.56	48	87	10.79
COW	18	23.61	17	30	3.45
ORG	18	19.72	9	26	5.42
TASK	18	46.56	10	60	11.63
PHYSICAL	18	23.00	9	31	7.22
CAREER	18	25.39	9	33	6.58
SOCIAL	18	25.61	13	33	4.92
REMUNE	18	27.39	6	43	10.88

COLOUR = "WIT" AND MNGMT = "MP"

	Valid N	Mean	Minimum	Maximum	Std.Dev.
LEVL	11	76.27	51	111	22.35
COW	11	28.55	21	47	7.65
ORG	11	19.00	5	28	8.00
TASK	11	46.55	31	56	8.97
PHYSICAL	11	24.36	6	33	7.55
CAREER	11	25.09	11	37	8.24
SOCIAL	11	23.64	14	32	5.84
REMUNE	11	25.55	8	41	11.53

COLOUR  
"WIT" - "SWART"

Depend.: Kruskal-Wallis ANOVA by Ranks; LEVL (STATS.sta)  
 LEVL Kruskal-Wallis test: H ( 1, N= 68) =1.880870 p =.1702

Code	Valid N	Sum of Ranks
W	101	36 1130.5
S	103	32 1215.5

Depend.: Kruskal-Wallis ANOVA by Ranks; COW (STATS.sta)  
 COW Kruskal-Wallis test: H ( 1, N= 68) =5.223497 p =.0223

Code	Valid N	Sum of Ranks
W	101	36 1056.5
S	103	32 1289.5

Depend.: Kruskal-Wallis ANOVA by Ranks; ORG (STATS.sta)  
 ORG Kruskal-Wallis test: H ( 1, N= 68) =1.853239 p =.1734

Code	Valid N	Sum of Ranks
W	101	36 1352.5
S	103	32 993.5

Depend.: Kruskal-Wallis ANOVA by Ranks; TASK (STATS.sta)  
 TASK Kruskal-Wallis test: H ( 1, N= 68) =.7953680 p =.3725

Code	Valid N	Sum of Ranks
W	101	36 1314.5
S	103	32 1031.5

Depend.: Kruskal-Wallis ANOVA by Ranks; PHYSICAL (STATS.sta)  
 PHYSICAL Kruskal-Wallis test: H ( 1, N= 68) =.0837018 p =.7723

Code	Valid N	Sum of Ranks
W	101	36 1265.5
S	103	32 1080.5

Depend.: Kruskal-Wallis ANOVA by Ranks; CAREER (STATS.sta)  
 CAREER Kruskal-Wallis test: H ( 1, N= 68) =2.386226 p =.1224

Code	Valid N	Sum of Ranks
W	101	36 1367.5
S	103	32 978.5

Depend.: Kruskal-Wallis ANOVA by Ranks; SOCIAL (STATS.sta)  
 SOCIAL Kruskal-Wallis test: H ( 1, N= 68) =3.280196 p =.0701

Code	Valid N	Sum of Ranks
W	101	36 1389
S	103	32 957

Depend.: Kruskal-Wallis ANOVA by Ranks; REMUNE (STATS.sta)  
 REMUNE Kruskal-Wallis test: H ( 1, N= 68) =.8624545 p =.3531

Code	Valid N	Sum of Ranks
W	101	36 1317.5
S	103	32 1028.5

MANAGEMENT  
"SMP" - "MDP"

Depend.: Kruskal-Wallis ANOVA by Ranks; LEVL (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 49) =.5745350 p =.4485

Code	Valid N	Sum of Ranks	
SMP	101	18	486.5
MDP	102	31	738.5

Depend.: Kruskal-Wallis ANOVA by Ranks; COW (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 49) =3.463292 p =.0627

Code	Valid N	Sum of Ranks	
SMP	101	18	539.5
MDP	102	31	685.5

Depend.: Kruskal-Wallis ANOVA by Ranks; ORG (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 49) =1.019942 p =.3125

Code	Valid N	Sum of Ranks	
SMP	101	18	401.5
MDP	102	31	823.5

Depend.: Kruskal-Wallis ANOVA by Ranks; TASK (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 49) =.7613511 p =.3829

Code	Valid N	Sum of Ranks	
SMP	101	18	408
MDP	102	31	817

Depend.: Kruskal-Wallis ANOVA by Ranks; PHYSICAL (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 49) =2.211000 p =.1370

Code	Valid N	Sum of Ranks	
SMP	101	18	378.5
MDP	102	31	846.5

Depend.: Kruskal-Wallis ANOVA by Ranks; CAREER (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 49) =1.882867 p =.1700

Code	Valid N	Sum of Ranks	
SMP	101	18	384
MDP	102	31	841

Depend.: Kruskal-Wallis ANOVA by Ranks; SOCIAL (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 49) =.3513085 p =.5534

Code	Valid N	Sum of Ranks	
SMP	101	18	421.5
MDP	102	31	803.5

Depend.: Kruskal-Wallis ANOVA by Ranks; REMUNE (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 49) =3.770881 p =.0522

Code	Valid N	Sum of Ranks	
SMP	101	18	356.5
MDP	102	31	868.5

MANAGEMENT  
"SMP" - "MP"

Depend.: Kruskal-Wallis ANOVA by Ranks; LEVL (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 37) =.2368015 p =.6265

Code	Valid N	Sum of Ranks	
SMP	101	18	358
MP	103	19	345

Depend.: Kruskal-Wallis ANOVA by Ranks; COW (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 37) =.0232549 p =.8788

Code	Valid N	Sum of Ranks	
SMP	101	18	347
MP	103	19	356

Depend.: Kruskal-Wallis ANOVA by Ranks; ORG (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 37) =.0188500 p =.8908

Code	Valid N	Sum of Ranks	
SMP	101	18	346.5
MP	103	19	356.5

Depend.: Kruskal-Wallis ANOVA by Ranks; TASK (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 37) =.1121254 p =.7377

Code	Valid N	Sum of Ranks	
SMP	101	18	353
MP	103	19	350

Depend.: Kruskal-Wallis ANOVA by Ranks; PHYSICAL (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 37) =.7803392 p =.3770

Code	Valid N	Sum of Ranks	
SMP	101	18	313
MP	103	19	390

Depend.: Kruskal-Wallis ANOVA by Ranks; CAREER (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 37) =.0083479 p =.9272

Code	Valid N	Sum of Ranks	
SMP	101	18	339
MP	103	19	364

Depend.: Kruskal-Wallis ANOVA by Ranks; SOCIAL (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 37) =.1127694 p =.7370

Code	Valid N	Sum of Ranks	
SMP	101	18	353
MP	103	19	350

Depend.: Kruskal-Wallis ANOVA by Ranks; REMUNE (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 37) =.8062309 p =.3692

Code	Valid N	Sum of Ranks	
SMP	101	18	312.5
MP	103	19	390.5

MANAGEMENT  
"MDP" - "MP"

Depend.: Kruskal-Wallis ANOVA by Ranks; LEVL (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 50) =.0361434 p =.8492

Code	Valid N	Sum of Ranks	
MDP	102	31	781
MP	103	19	494

Depend.: Kruskal-Wallis ANOVA by Ranks; COW (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 50) =3.477148 p =.0622

Code	Valid N	Sum of Ranks	
MDP	102	31	697.5
MP	103	19	577.5

Depend.: Kruskal-Wallis ANOVA by Ranks; ORG (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 50) =.4642295 p =.4957

Code	Valid N	Sum of Ranks	
MDP	102	31	824.5
MP	103	19	450.5

Depend.: Kruskal-Wallis ANOVA by Ranks; TASK (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 50) =1.277942 p =.2583

Code	Valid N	Sum of Ranks	
MDP	102	31	847
MP	103	19	428

Depend.: Kruskal-Wallis ANOVA by Ranks; PHYSICAL (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 50) =.2034387 p =.6520

Code	Valid N	Sum of Ranks	
MDP	102	31	813
MP	103	19	462

Depend.: Kruskal-Wallis ANOVA by Ranks; CAREER (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 50) =1.003278 p =.3165

Code	Valid N	Sum of Ranks	
MDP	102	31	840.5
MP	103	19	434.5

Depend.: Kruskal-Wallis ANOVA by Ranks; SOCIAL (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 50) =1.422527 p =.2330

Code	Valid N	Sum of Ranks	
MDP	102	31	850
MP	103	19	425

Depend.: Kruskal-Wallis ANOVA by Ranks; REMUNE (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 50) =.9235522 p =.3365

Code	Valid N	Sum of Ranks	
MDP	102	31	838.5
MP	103	19	436.5

MANAGEMENT - COLOUR  
"W-SMP" - "S-SMP"

Depend.: Kruskal-Wallis ANOVA by Ranks; LEVL (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 18) =.7410245 p =.3893

Code	Valid N	Sum of Ranks	
W-SMP	101	7	57
S-SMP	102	11	114

Depend.: Kruskal-Wallis ANOVA by Ranks; COW (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 18) =.4652216 p =.4952

Code	Valid N	Sum of Ranks	
W-SMP	101	7	59
S-SMP	102	11	112

Depend.: Kruskal-Wallis ANOVA by Ranks; ORG (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 18) =2.171506 p =.1406

Code	Valid N	Sum of Ranks	
W-SMP	101	7	82.5
S-SMP	102	11	88.5

Depend.: Kruskal-Wallis ANOVA by Ranks; TASK (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 18) =.2971234 p =.5857

Code	Valid N	Sum of Ranks	
W-SMP	101	7	60.5
S-SMP	102	11	110.5

Depend.: Kruskal-Wallis ANOVA by Ranks; PHYSICAL (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 18) =.5963102 p =.4400

Code	Valid N	Sum of Ranks	
W-SMP	101	7	58
S-SMP	102	11	113

Depend.: Kruskal-Wallis ANOVA by Ranks; CAREER (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 18) =1.097213 p =.2949

Code	Valid N	Sum of Ranks	
W-SMP	101	7	78
S-SMP	102	11	93

Depend.: Kruskal-Wallis ANOVA by Ranks; SOCIAL (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 18) =.5377118 p =.4634

Code	Valid N	Sum of Ranks	
W-SMP	101	7	74.5
S-SMP	102	11	96.5

Depend.: Kruskal-Wallis ANOVA by Ranks; REMUNE (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 18) =1.096069 p =.2951

Code	Valid N	Sum of Ranks	
W-SMP	101	7	55
S-SMP	102	11	116

MANAGEMENT - COLOUR  
"W-MDP" - "S-MDP"

Depend.: Kruskal-Wallis ANOVA by Ranks; LEVL (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 31) =1.752258 p =.1856

Code	Valid N	Sum of Ranks	
W-MDP	104	18	255
S-MDP	103	13	241

Depend.: Kruskal-Wallis ANOVA by Ranks; COW (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 31) =4.703422 p =.0301

Code	Valid N	Sum of Ranks	
W-MDP	104	18	234
S-MDP	103	13	262

Depend.: Kruskal-Wallis ANOVA by Ranks; ORG (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 31) =.1614609 p =.6878

Code	Valid N	Sum of Ranks	
W-MDP	104	18	298
S-MDP	103	13	198

Depend.: Kruskal-Wallis ANOVA by Ranks; TASK (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 31) =.2514144 p =.6161

Code	Valid N	Sum of Ranks	
W-MDP	104	18	300.5
S-MDP	103	13	195.5

Depend.: Kruskal-Wallis ANOVA by Ranks; PHYSICAL (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 31) =.0584465 p =.8090

Code	Valid N	Sum of Ranks	
W-MDP	104	18	282
S-MDP	103	13	214

Depend.: Kruskal-Wallis ANOVA by Ranks; CAREER (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 31) =.3170429 p =.5734

Code	Valid N	Sum of Ranks	
W-MDP	104	18	302
S-MDP	103	13	194

Depend.: Kruskal-Wallis ANOVA by Ranks; SOCIAL (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 31) =1.401696 p =.2364

Code	Valid N	Sum of Ranks	
W-MDP	104	18	317.5
S-MDP	103	13	178.5

Depend.: Kruskal-Wallis ANOVA by Ranks; REMUNE (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 31) =.8159040 p =.3664

Code	Valid N	Sum of Ranks	
W-MDP	104	18	310.5
S-MDP	103	13	185.5

MANAGEMENT - COLOUR  
"W-MP" - "S-MP"

Depend.: Kruskal-Wallis ANOVA by Ranks; LEVL (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 19) =.0614715 p =.8042

Code	Valid N	Sum of Ranks	
W-MP	105	11	113
S-MP	106	8	77

Depend.: Kruskal-Wallis ANOVA by Ranks; COW (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 19) =.1394134 p =.7089

Code	Valid N	Sum of Ranks	
W-MP	105	11	105.5
S-MP	106	8	84.5

Depend.: Kruskal-Wallis ANOVA by Ranks; ORG (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 19) =.3367495 p =.5617

Code	Valid N	Sum of Ranks	
W-MP	105	11	117
S-MP	106	8	73

Depend.: Kruskal-Wallis ANOVA by Ranks; TASK (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 19) =1.977393 p =.1597

Code	Valid N	Sum of Ranks	
W-MP	105	11	127
S-MP	106	8	63

Depend.: Kruskal-Wallis ANOVA by Ranks; PHYSICAL (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 19) =1.249188 p =.2637

Code	Valid N	Sum of Ranks	
W-MP	105	11	123.5
S-MP	106	8	66.5

Depend.: Kruskal-Wallis ANOVA by Ranks; CAREER (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 19) =.7556818 p =.3847

Code	Valid N	Sum of Ranks	
W-MP	105	11	120.5
S-MP	106	8	69.5

Depend.: Kruskal-Wallis ANOVA by Ranks; SOCIAL (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 19) =1.165564 p =.2803

Code	Valid N	Sum of Ranks	
W-MP	105	11	123
S-MP	106	8	67

Depend.: Kruskal-Wallis ANOVA by Ranks; REMUNE (STATS.sta)  
Kruskal-Wallis test: H ( 1, N= 19) =1.157349 p =.2820

Code	Valid N	Sum of Ranks	
W-MP	105	11	123
S-MP	106	8	67