```
DESCRIPTIVES VARIABLES=Age Time_Job
  /STATISTICS=MEAN STDDEV MIN MAX.
```

Descriptives

[DataSet0]

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Age	60	24	56	35.12	7.261
Time_Job	60	1	12	3.32	2.325
Valid N (listwise)	60				

```
DESCRIPTIVES VARIABLES=Age Time_Job
  /STATISTICS=MEAN STDDEV RANGE MIN MAX.
```

Descriptives

[DataSet0]

Descriptive Statistics

	N	Range	Minimum	Maximum	Mean	Std. Deviation
Age	60	32	24	56	35.12	7.261
Time_Job	60	11	1	12	3.32	2.325
Valid N (listwise)	60					

```
DESCRIPTIVES VARIABLES=Age Time_Job Out_In Sex Global_Sat
  /STATISTICS=MEAN STDDEV RANGE MIN MAX.
```

Descriptives

[DataSet0]

Descriptive Statistics

	N	Range	Minimum	Maximum	Mean	Std. Deviation
Age	60	32	24	56	35.12	7.261
Time_Job	60	11	1	12	3.32	2.325
Out_In	60	1	1	2	1.50	.504
Sex	60	1	1	2	1.55	.502
Valid N (listwise)	60					

```
FREQUENCIES VARIABLES=Out_In Sex Age Work_Exp Time_Job Global_Sat
  /STATISTICS=STDDEV MEAN
  /ORDER=ANALYSIS.
```

T-Test

[DataSet0]

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Global_Sat	In	30	69.80	22.804	4.163
	Out	30	18.47	11.970	2.185

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Global_Sat	Equal variances assumed	14.825	.000
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Global_Sat	Equal variances assumed	10.917	58	.000	51.333	4.702
	Equal variances not assumed	10.917	43.854	.000	51.333	4.702

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Global_Sat	Equal variances assumed	41.921	60.746
	Equal variances not assumed	41.856	60.811

```
T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Time_Job
  /CRITERIA=CI(.95).

FREQUENCIES VARIABLES=Out_In Sex Age Work_Exp Time_Job Global_Sat Contributo
  /STATISTICS=STDDEV MEAN
  /BARCHART FREQ
  /ORDER=ANALYSIS.

T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Time_Job
  /CRITERIA=CI(.95).
```

T-Test

[DataSet0]

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Time_Job	In	30	4.30	2.855	.521
	Out	30	2.33	.922	.168

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Time_Job	Equal variances assumed	35.754	.000
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Time_Job	Equal variances assumed	3.591	58	.001	1.967	.548
	Equal variances not assumed	3.591	34.989	.001	1.967	.548

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Time_Job	Equal variances assumed	.870	3.063
	Equal variances not assumed	.855	3.079

```
DESCRIPTIVES VARIABLES=Time_Job
  /STATISTICS=MEAN STDDEV MIN MAX.
```

Descriptives

[DataSet0]

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Time_Job	60	1	12	3.32	2.325
Valid N (listwise)	60				

```
FREQUENCIES VARIABLES=Out_In Sex Age Work_Exp Time_Job Global_Sat Contributo
  /FORMAT=NOTABLE
  /BARCHART PERCENT
  /ORDER=ANALYSIS.
```

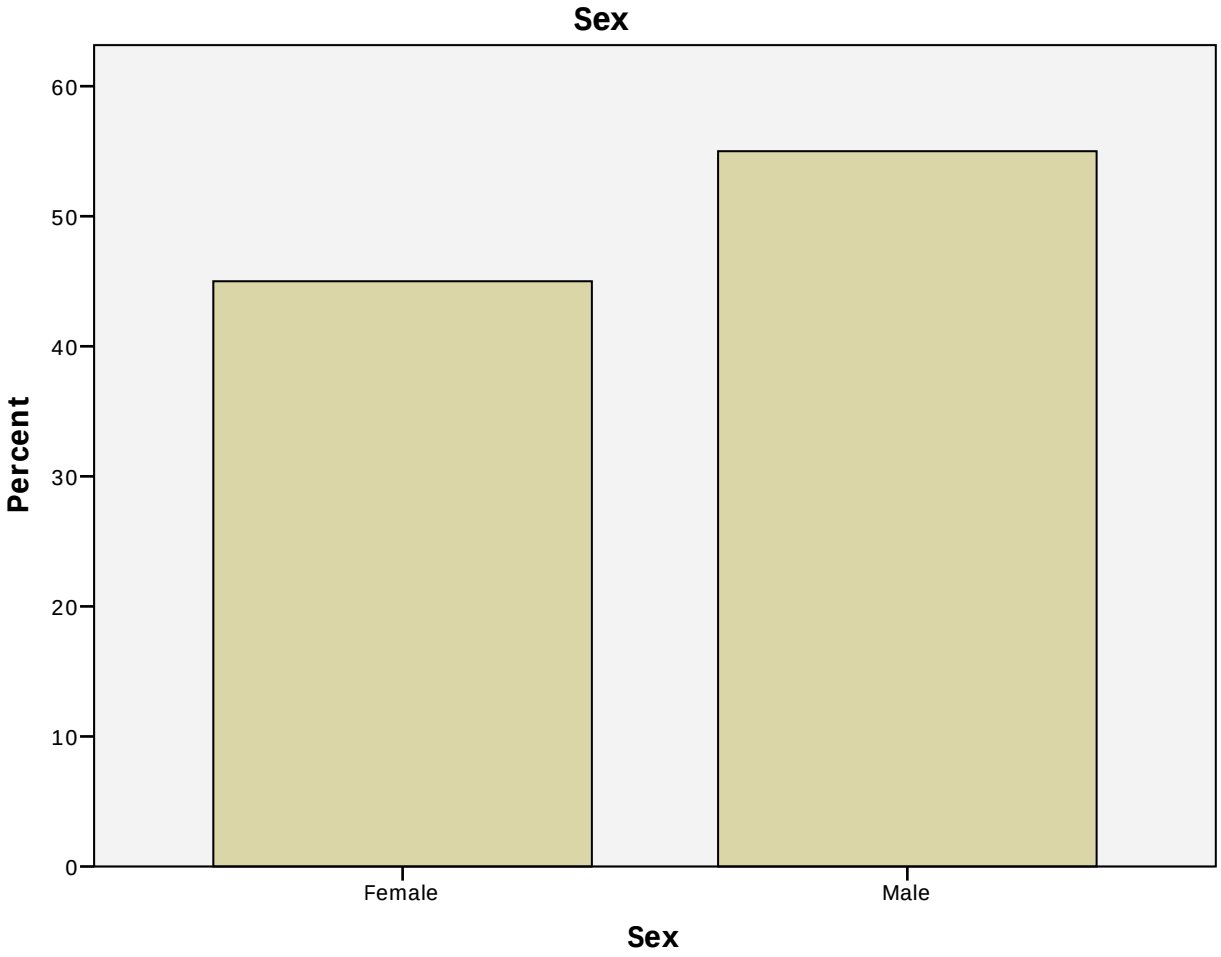
Frequencies

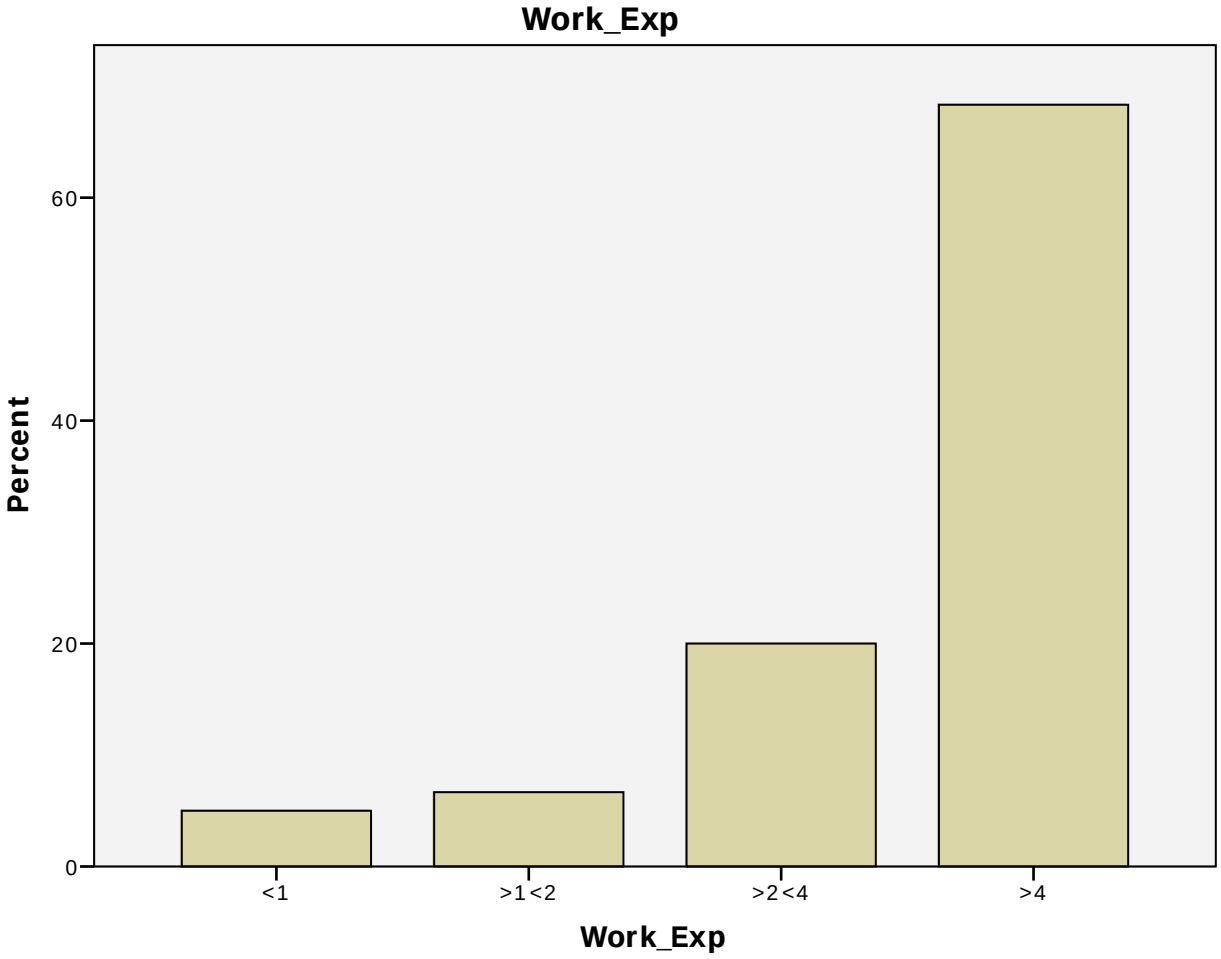
[DataSet0]

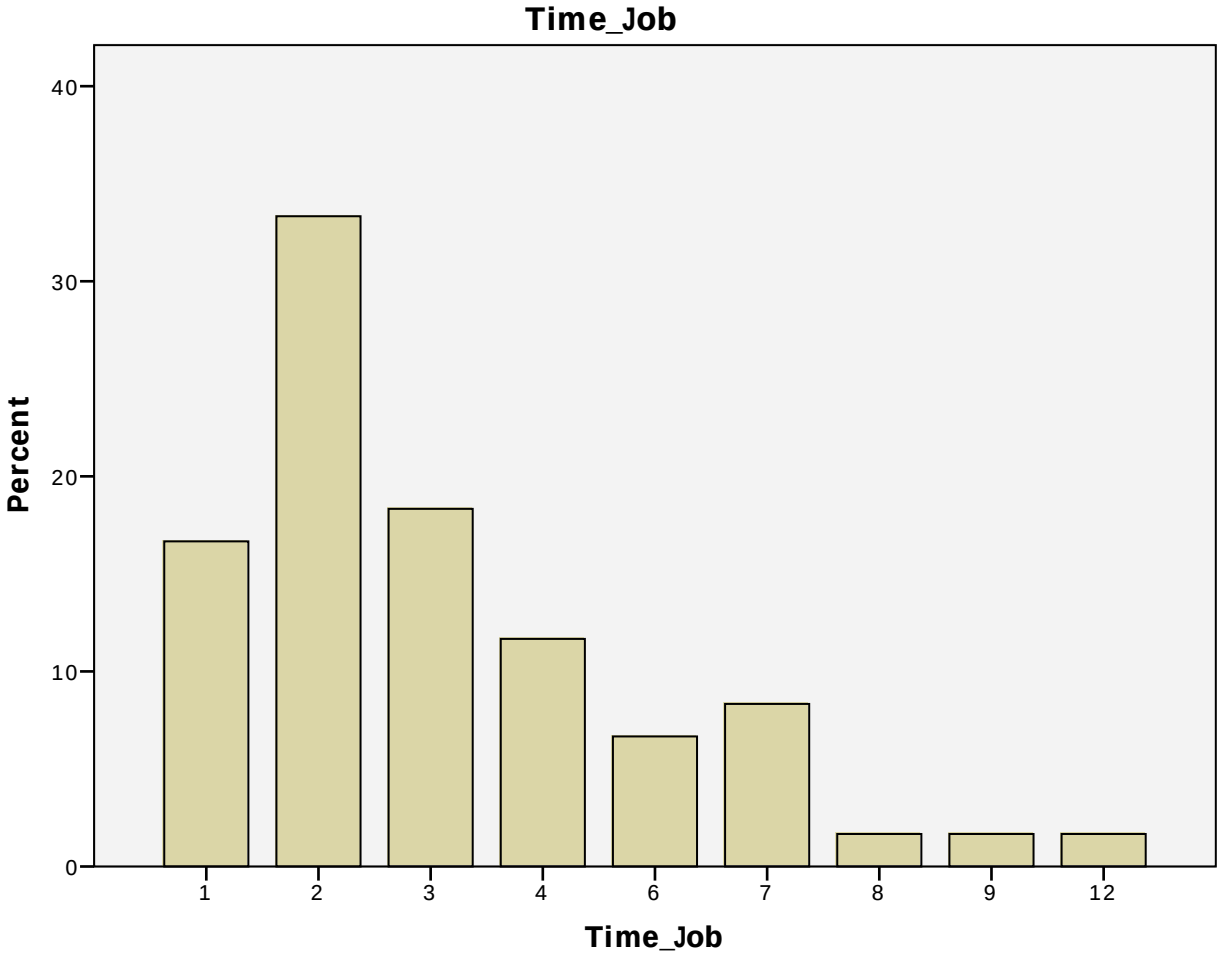
Statistics

		Out_In	Sex	Age	Work_Exp	Time_Job	Global_Sat	Contributo
N	Valid	60	60	60	60	60	60	59
	Missing	0	0	0	0	0	0	1

Bar Chart


Sex
60
50
40
30
20
10
0
Percent
Female
Male
Sex


Work_Exp
Percent
60
40
20
0
<1
>1<2
>2<4
>4
Work_Exp




```
T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Contributo
  /CRITERIA=CI(.95).
```

T-Test

[DataSet0]

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Contributo	In	29	66.31	19.961	3.707
	Out	30	55.07	26.069	4.759

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Contributo	Equal variances assumed	2.268	.138
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Contributo	Equal variances assumed	1.855	57	.069	11.244	6.060
	Equal variances not assumed	1.864	54.197	.068	11.244	6.033

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Contributo	Equal variances assumed	-.891	23.378
	Equal variances not assumed	-.850	23.337

```
T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Part_Dec_Making
  /CRITERIA=CI(.95).
```

T-Test

[DataSet0]

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Part_Dec_Making	In	24	58.33	20.299	4.144
	Out	25	17.24	8.936	1.787

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Part_Dec_Making	Equal variances assumed	5.103	.029
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Part_Dec_Making	Equal variances assumed	9.236	47	.000	41.093	4.449
	Equal variances not assumed	9.106	31.316	.000	41.093	4.513

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Part_Dec_Making	Equal variances assumed	32.142	50.045
	Equal variances not assumed	31.894	50.293

```
T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Part_Development
  /CRITERIA=CI(.95).
```

T-Test

[DataSet0]

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Part_Development	In	25	51.92	22.792	4.558
	Out	24	25.79	20.456	4.175

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Part_Development	Equal variances assumed	.886	.351
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Part_Development	Equal variances assumed	4.217	47	.000	26.128	6.196
	Equal variances not assumed	4.227	46.794	.000	26.128	6.182

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Part_Development	Equal variances assumed	13.664	38.592
	Equal variances not assumed	13.691	38.566

```
T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Commu_Top
  /CRITERIA=CI(.95).
```

T-Test

[DataSet0]

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Commu_Top	In	29	56.76	20.055	3.724
	Out	30	22.97	13.505	2.466

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Commu_Top	Equal variances assumed	3.042	.087
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Commu_Top	Equal variances assumed	7.615	57	.000	33.792	4.437
	Equal variances not assumed	7.566	48.863	.000	33.792	4.466

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Commu_Top	Equal variances assumed	24.906	42.678
	Equal variances not assumed	24.816	42.768

```
T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Commu_Inter
  /CRITERIA=CI(.95).
```

T-Test

[DataSet0]

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Commu_Inter	In	30	75.13	16.184	2.955
	Out	30	35.23	20.915	3.818

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Commu_Inter	Equal variances assumed	2.560	.115
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Commu_Inter	Equal variances assumed	8.264	58	.000	39.900	4.828
	Equal variances not assumed	8.264	54.563	.000	39.900	4.828

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Commu_Inter	Equal variances assumed	30.235	49.565
	Equal variances not assumed	30.222	49.578

```
T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Ind_Aims_Desig
  /CRITERIA=CI(.95).

T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Ind_Com_Aims_Desig
  /CRITERIA=CI(.95).
```

T-Test

[DataSet0]

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Assess_Aims	In	30	56.23	21.138	3.859
	Out	29	28.00	18.962	3.521

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Assess_Aims	Equal variances assumed	.004	.951
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Assess_Aims	Equal variances assumed	5.394	57	.000	28.233	5.234
	Equal variances not assumed	5.404	56.691	.000	28.233	5.224

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Assess_Aims	Equal variances assumed	17.752	38.714
	Equal variances not assumed	17.771	38.696

```
T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Award_Syst
  /CRITERIA=CI(.95).
```

T-Test

[DataSet0]

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Award_Syst	In	30	55.50	21.491	3.924
	Out	30	26.27	17.929	3.273

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Award_Syst	Equal variances assumed	.582	.449
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Award_Syst	Equal variances assumed	5.721	58	.000	29.233	5.110
	Equal variances not assumed	5.721	56.195	.000	29.233	5.110

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Award_Syst	Equal variances assumed	19.005	39.462
	Equal variances not assumed	18.998	39.469

```
T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Pay_Benefits
  /CRITERIA=CI(.95).
```

T-Test

[DataSet0]

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Pay_Benefits	In	30	58.67	19.528	3.565
	Out	30	36.43	19.076	3.483

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Pay_Benefits	Equal variances assumed	.019	.891
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Pay_Benefits	Equal variances assumed	4.461	58	.000	22.233	4.984
	Equal variances not assumed	4.461	57.968	.000	22.233	4.984

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Pay_Benefits	Equal variances assumed	12.257	32.210
	Equal variances not assumed	12.256	32.210

```
T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Relationship_Qual
  /CRITERIA=CI(.95).
```

T-Test

```
[DataSet0]
```

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Relationship_Qual	In	30	66.77	21.450	3.916
	Out	30	23.57	15.278	2.789

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Relationship_Qual	Equal variances assumed	9.532	.003
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Relationship_Qual	Equal variances assumed	8.985	58	.000	43.200	4.808
	Equal variances not assumed	8.985	52.402	.000	43.200	4.808

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Relationship_Qual	Equal variances assumed	33.575	52.825
	Equal variances not assumed	33.554	52.846

```
T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Schedule_Layout
  /CRITERIA=CI(.95).
```

T-Test

[DataSet0]

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Schedule_Layout	In	30	56.83	19.541	3.568
	Out	30	45.60	19.281	3.520

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Schedule_Layout	Equal variances assumed	.505	.480
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Schedule_Layout	Equal variances assumed	2.241	58	.029	11.233	5.012
	Equal variances not assumed	2.241	57.990	.029	11.233	5.012

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Schedule_Layout	Equal variances assumed	1.201	21.266
	Equal variances not assumed	1.200	21.266

```
T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Schedule_Flexibility
  /CRITERIA=CI(.95).
```

T-Test

[DataSet0]

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Schedule_Flexibility	In	30	55.77	27.678	5.053
	Out	30	56.07	17.548	3.204

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Schedule_Flexibility	Equal variances assumed	5.529	.022
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Schedule_Flexibility	Equal variances assumed	-.050	58	.960	-.300	5.983
	Equal variances not assumed	-.050	49.071	.960	-.300	5.983

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Schedule_Flexibility	Equal variances assumed	-12.277	11.677
	Equal variances not assumed	-12.323	11.723

```
T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Opportun_Develop
  /CRITERIA=CI(.95).
```

T-Test

[DataSet0]

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Opportun_Develop	In	30	62.77	21.521	3.929
	Out	30	18.43	13.372	2.441

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Opportun_Develop	Equal variances assumed	11.663	.001
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Opportun_Develop	Equal variances assumed	9.584	58	.000	44.333	4.626
	Equal variances not assumed	9.584	48.487	.000	44.333	4.626

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Opportun_Develop	Equal variances assumed	35.074	53.593
	Equal variances not assumed	35.035	53.632

```
T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Opportun_Promotion
  /CRITERIA=CI(.95).
```

T-Test

[DataSet0]

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Opportun_Promotion	In	30	67.77	22.380	4.086
	Out	30	21.80	12.192	2.226

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Opportun_Promotion	Equal variances assumed	11.800	.001
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Opportun_Promotion	Equal variances assumed	9.879	58	.000	45.967	4.653
	Equal variances not assumed	9.879	44.820	.000	45.967	4.653

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Opportun_Promotion	Equal variances assumed	36.653	55.281
	Equal variances not assumed	36.594	55.339

```
T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Equal_Treat
  /CRITERIA=CI(.95).
```

T-Test

[DataSet0]

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Equal_Treat	In	30	66.47	18.576	3.392
	Out	30	19.53	12.031	2.197

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Equal_Treat	Equal variances assumed	4.616	.036
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Equal_Treat	Equal variances assumed	11.615	58	.000	46.933	4.041
	Equal variances not assumed	11.615	49.688	.000	46.933	4.041

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Equal_Treat	Equal variances assumed	38.845	55.022
	Equal variances not assumed	38.816	55.051

```
T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Job_Description
  /CRITERIA=CI(.95).
```

T-Test

[DataSet0]

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Job_Description	In	30	67.30	24.105	4.401
	Out	30	60.27	22.034	4.023

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Job_Description	Equal variances assumed	.028	.867
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Job_Description	Equal variances assumed	1.180	58	.243	7.033	5.963
	Equal variances not assumed	1.180	57.538	.243	7.033	5.963

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Job_Description	Equal variances assumed	-4.902	18.969
	Equal variances not assumed	-4.904	18.971

```
T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Recog_by_Superiors
  /CRITERIA=CI(.95).
```

T-Test

[DataSet0]

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Recog_by_Superiors	In	30	61.70	21.819	3.984
	Out	30	22.30	14.377	2.625

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Recog_by_Superiors	Equal variances assumed	7.283	.009
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Recog_by_Superiors	Equal variances assumed	8.259	58	.000	39.400	4.771
	Equal variances not assumed	8.259	50.188	.000	39.400	4.771

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Recog_by_Superiors	Equal variances assumed	29.850	48.950
	Equal variances not assumed	29.819	48.981

```
CROSSTABS
  /TABLES=Out_In BY Sup_Try_Motivate
  /FORMAT=AVALUE TABLES
  /CELLS=COUNT
  /COUNT ROUND CELL.
```

Crosstabs

```
[DataSet0]
```

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Out_In * Sup_Try_Motivate	60	100.0%	0	.0%	60	100.0%

Out_In * Sup_Try_Motivate Crosstabulation

Count

		Sup_Try_Motivate		
		sim	não	Total
Out_In	In	26	4	30
	Out	1	29	30
Total		27	33	60

```
CROSSTABS
  /TABLES=Out_In BY Time_Job
  /FORMAT=AVALUE TABLES
  /CELLS=COUNT
```

```
  /COUNT ROUND CELL.
```

Crosstabs

[DataSet0]

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Out_In * Time_Job	60	100.0%	0	.0%	60	100.0%

Out_In * Time_Job Crosstabulation

Count

		Time_Job							
		1	2	3	4	6	7	8	9
Out_In	In	4	9	1	4	4	5	1	1
	Out	6	11	10	3	0	0	0	0
Total		10	20	11	7	4	5	1	1

Out_In * Time_Job Crosstabulation

Count

		Time_Job	
		12	Total
Out_In	In	1	30
	Out	0	30
Total		1	60

```
CROSSTABS
  /TABLES=Out_In BY Work_Exp
  /FORMAT=AVALUE TABLES
  /CELLS=COUNT
  /COUNT ROUND CELL.
```

Crosstabs

[DataSet0]

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Out_In * Work_Exp	60	100.0%	0	.0%	60	100.0%

Out_In * Work_Exp Crosstabulation

Count

		Work_Exp				
		<1	>1<2	>2<4	>4	Total
Out_In	In	1	2	4	23	30
	Out	2	2	8	18	30
Total		3	4	12	41	60

```
CROSSTABS
  /TABLES=Out_In BY Sex
```

```
  /FORMAT=AVALUE TABLES
  /CELLS=COUNT
  /COUNT ROUND CELL.
```

Crosstabs

[DataSet0]

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Out_In * Sex	60	100.0%	0	.0%	60	100.0%

Out_In * Sex Crosstabulation

Count

		Sex		
		Female	Male	Total
Out_In	In	14	16	30
	Out	13	17	30
Total		27	33	60

```
CROSSTABS
  /TABLES=Out_In BY Age
  /FORMAT=AVALUE TABLES
  /CELLS=COUNT
  /COUNT ROUND CELL.

T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Age
  /CRITERIA=CI(.95).
```

T-Test

[DataSet0]

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Age	In	30	35.47	7.319	1.336
	Out	30	34.77	7.309	1.334

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Age	Equal variances assumed	.004	.951
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Age	Equal variances assumed	.371	58	.712	.700	1.889
	Equal variances not assumed	.371	58.000	.712	.700	1.889

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Age	Equal variances assumed	-3.080	4.480
	Equal variances not assumed	-3.080	4.480

```
CROSSTABS
  /TABLES=Out_In BY Sex
  /FORMAT=AVALUE TABLES
  /CELLS=COUNT
  /COUNT ROUND CELL.

CROSSTABS
  /TABLES=Out_In BY Sat_Nec_Perf
  /FORMAT=AVALUE TABLES
  /CELLS=COUNT
  /COUNT ROUND CELL
  /BARCHART.
```

Crosstabs

[DataSet0]

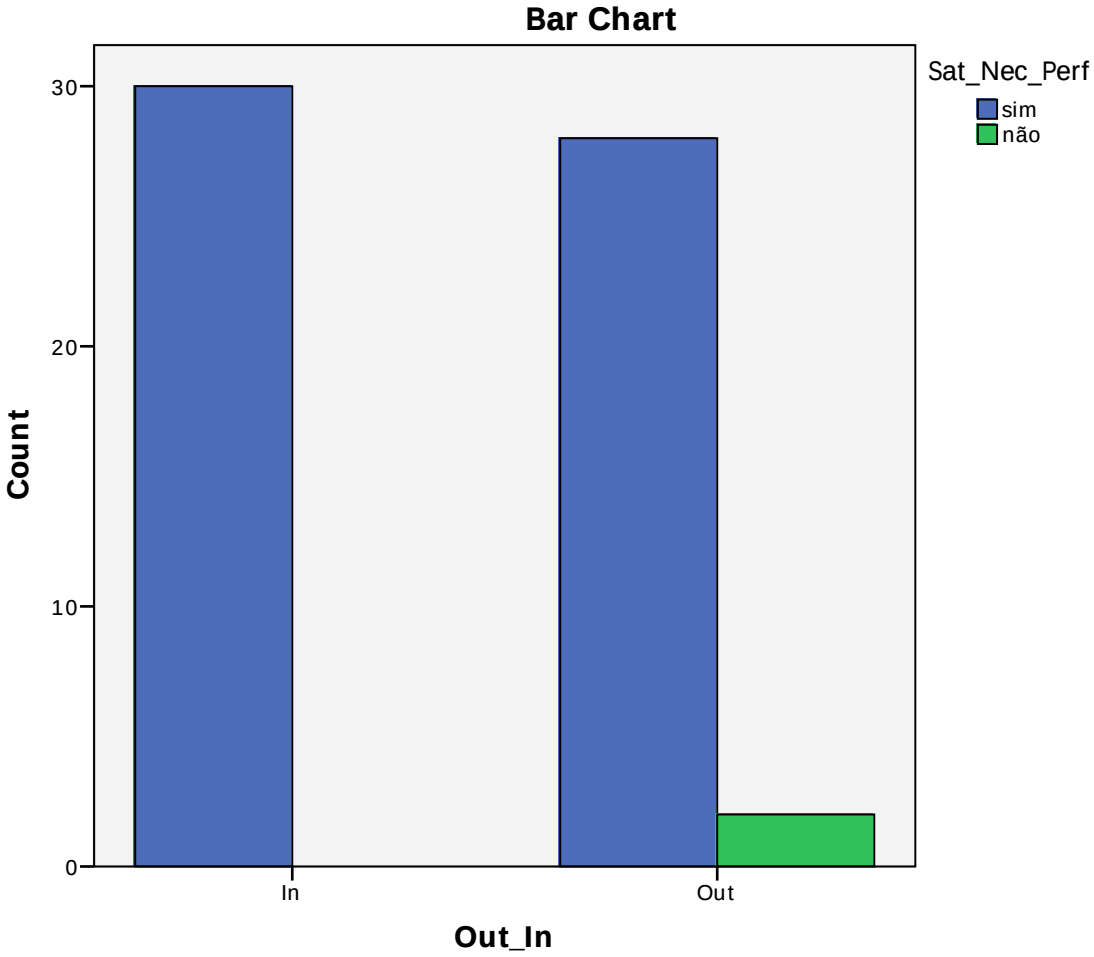
Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Out_In * Sat_Nec_Perf	60	100.0%	0	.0%	60	100.0%

Out_In * Sat_Nec_Perf Crosstabulation

Count

		Sat_Nec_Perf		
		sim	não	Total
Out_In	In	30	0	30
	Out	28	2	30
Total		58	2	60




```
SAVE OUTFILE='/Users/francisconelas/Desktop/tuk.sav'
  /COMPRESSED.

SAVE OUTFILE='/Users/francisconelas/Desktop/tuk.sav'
  /COMPRESSED.
DESCRIPTIVES VARIABLES=Motiv_Pay Motiv_Stability Motiv_Physical_Cond Motiv_Perfor_Recog Motiv_Re
  /STATISTICS=MEAN STDDEV MIN MAX.
```

Descriptives

[DataSet0] /Users/francisconelas/Desktop/tuk.sav

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Motiv_Pay	60	1	4	1.55	.832
Motiv_Stability	60	1	8	2.77	1.779
Motiv_Physical_Cond	60	1	8	5.28	2.084
Motiv_Perfor_Recog	60	1	6	3.20	1.132
Motiv_Relationships	60	2	8	6.08	1.619
Motiv_Status	60	1	8	5.28	1.833
Motiv_Independ	60	4	8	6.92	1.306
Motiv_Fulfill	60	2	8	4.92	1.418
Valid N (listwise)	60				

```
CROSSTABS
  /TABLES=Out_In BY Motiv_Pay Motiv_Stability Motiv_Physical_Cond Motiv_Perfor_Recog Motiv_Rela
tionships Motiv_Status Motiv_Independ Motiv_Fulfill
  /FORMAT=AVALUE TABLES
  /STATISTICS=CHISQ
  /CELLS=COUNT
  /COUNT ROUND CELL
  /BARCHART.

T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Motiv_Pay Motiv_Stability Motiv_Physical_Cond Motiv_Perfor_Recog Motiv_Relationshi
ps Motiv_Status Motiv_Independ Motiv_Fulfill
  /CRITERIA=CI(.95).
```

T-Test

```
[DataSet0] /Users/francisconelas/Desktop/tuk.sav
```

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Motiv_Pay	In	30	1.43	.774	.141
	Out	30	1.67	.884	.161
Motiv_Stability	In	30	2.63	1.426	.260
	Out	30	2.90	2.090	.382
Motiv_Physical_Cond	In	30	5.23	2.096	.383
	Out	30	5.33	2.106	.385
Motiv_Perfor_Recog	In	30	3.30	1.236	.226
	Out	30	3.10	1.029	.188
Motiv_Relationships	In	30	6.37	1.299	.237
	Out	30	5.80	1.864	.340
Motiv_Status	In	30	5.30	1.822	.333
	Out	30	5.27	1.874	.342
Motiv_Independ	In	30	6.83	1.464	.267
	Out	30	7.00	1.145	.209
Motiv_Fulfill	In	30	4.90	1.517	.277
	Out	30	4.93	1.337	.244

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Motiv_Pay	Equal variances assumed	.687	.411
	Equal variances not assumed		
Motiv_Stability	Equal variances assumed	4.481	.039
	Equal variances not assumed		
Motiv_Physical_Cond	Equal variances assumed	.000	.987
	Equal variances not assumed		
Motiv_Perfor_Recog	Equal variances assumed	1.803	.185
	Equal variances not assumed		
Motiv_Relationships	Equal variances assumed	6.986	.011
	Equal variances not assumed		
Motiv_Status	Equal variances assumed	.003	.958
	Equal variances not assumed		
Motiv_Independ	Equal variances assumed	1.695	.198
	Equal variances not assumed		
Motiv_Fulfill	Equal variances assumed	.268	.607
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Motiv_Pay	Equal variances assumed	-1.088	58	.281	-.233	.215
	Equal variances not assumed	-1.088	57.001	.281	-.233	.215
Motiv_Stability	Equal variances assumed	-.577	58	.566	-.267	.462
	Equal variances not assumed	-.577	51.188	.566	-.267	.462
Motiv_Physical_Cond	Equal variances assumed	-.184	58	.854	-.100	.542
	Equal variances not assumed	-.184	57.999	.854	-.100	.542
Motiv_Perfor_Recog	Equal variances assumed	.681	58	.498	.200	.294
	Equal variances not assumed	.681	56.154	.499	.200	.294
Motiv_Relationships	Equal variances assumed	1.366	58	.177	.567	.415
	Equal variances not assumed	1.366	51.796	.178	.567	.415
Motiv_Status	Equal variances assumed	.070	58	.945	.033	.477
	Equal variances not assumed	.070	57.954	.945	.033	.477
Motiv_Independ	Equal variances assumed	-.491	58	.625	-.167	.339
	Equal variances not assumed	-.491	54.810	.625	-.167	.339
Motiv_Fulfill	Equal variances assumed	-.090	58	.928	-.033	.369
	Equal variances not assumed	-.090	57.106	.928	-.033	.369

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Motiv_Pay	Equal variances assumed	-.663	.196
	Equal variances not assumed	-.663	.196
Motiv_Stability	Equal variances assumed	-1.191	.658
	Equal variances not assumed	-1.194	.661
Motiv_Physical_Cond	Equal variances assumed	-1.186	.986
	Equal variances not assumed	-1.186	.986
Motiv_Perfor_Recog	Equal variances assumed	-.388	.788
	Equal variances not assumed	-.388	.788
Motiv_Relationships	Equal variances assumed	-.264	1.397
	Equal variances not assumed	-.266	1.399
Motiv_Status	Equal variances assumed	-.922	.989
	Equal variances not assumed	-.922	.989
Motiv_Independ	Equal variances assumed	-.846	.513
	Equal variances not assumed	-.847	.513
Motiv_Fulfill	Equal variances assumed	-.772	.706
	Equal variances not assumed	-.773	.706

```
GET
  FILE='/Users/francisconelas/Desktop/tuk.sav'.
DATASET NAME DataSet1 WINDOW=FRONT.
SAVE OUTFILE='/Users/francisconelas/Desktop/tuk.sav'
 /COMPRESSED.
CROSSTABS
  /TABLES=Sex Time_Job Work_Exp Age BY Out_In
  /FORMAT=AVALUE TABLES
  /STATISTICS=CHISQ
  /CELLS=COUNT
  /COUNT ROUND CELL.
```

Crosstabs

[DataSet1] /Users/francisconelas/Desktop/tuk.sav

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Sex * Out_In	60	100.0%	0	.0%	60	100.0%
Time_Job * Out_In	60	100.0%	0	.0%	60	100.0%
Work_Exp * Out_In	60	100.0%	0	.0%	60	100.0%
Age * Out_In	60	100.0%	0	.0%	60	100.0%

Sex * Out_In

Crosstab

Count

		Out_In		Total
		In	Out	
Sex	Female	14	13	27
	Male	16	17	33
Total		30	30	60

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.067[a]	1	.795		
Continuity Correction[b]	.000	1	1.000		
Likelihood Ratio	.067	1	.795		
Fisher's Exact Test				1.000	.500
Linear-by-Linear Association	.066	1	.797		
N of Valid Cases	60				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 13.50.
b. Computed only for a 2x2 table

Work_Exp * Out_In

Crosstab

Count

		Out_In		Total
		In	Out	
Work_Exp	<1	1	2	3
	>1<2	2	2	4
	>2<4	4	8	12
	>4	23	18	41
Total		30	30	60

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.276[a]	3	.517
Likelihood Ratio	2.310	3	.511
N of Valid Cases	60		

a. 4 cells (50.0%) have expected count less than 5. The minimum expected count is 1.50.

```
T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Time_Job Age
  /CRITERIA=CI(.95).
```

T-Test

[DataSet1] /Users/francisconelas/Desktop/tuk.sav

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Time_Job	In	30	4.30	2.855	.521
	Out	30	2.33	.922	.168
Age	In	30	35.47	7.319	1.336
	Out	30	34.77	7.309	1.334

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Time_Job	Equal variances assumed	35.754	.000
	Equal variances not assumed		
Age	Equal variances assumed	.004	.951
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Time_Job	Equal variances assumed	3.591	58	.001	1.967	.548
	Equal variances not assumed	3.591	34.989	.001	1.967	.548
Age	Equal variances assumed	.371	58	.712	.700	1.889
	Equal variances not assumed	.371	58.000	.712	.700	1.889

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Time_Job	Equal variances assumed	.870	3.063
	Equal variances not assumed	.855	3.079
Age	Equal variances assumed	-3.080	4.480
	Equal variances not assumed	-3.080	4.480

```
[DataSet1] /Users/francisconelas/Desktop/tuk.sav

ONEWAY Contributo Job_Description BY Out_In
  /MISSING ANALYSIS
  /POSTHOC=BONFERRONI ALPHA(0.05).


SAVE OUTFILE='/Users/francisconelas/Desktop/tuk.sav'
 /COMPRESSED.
T-TEST GROUPS=Out_In(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=Ind_Com_Aims_Desig
  /CRITERIA=CI(.95).
```

T-Test

```
[DataSet1] /Users/francisconelas/Desktop/tuk.sav
```

Group Statistics

	Out_In	N	Mean	Std. Deviation	Std. Error Mean
Ind_Com_Aims_Desig	In	30	56.93	19.663	3.590
	Out	30	29.53	22.453	4.099

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
Ind_Com_Aims_Desig	Equal variances assumed	2.223	.141
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Ind_Com_Aims_Desig	Equal variances assumed	5.028	58	.000	27.400	5.449
	Equal variances not assumed	5.028	57.008	.000	27.400	5.449

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
Ind_Com_Aims_Desig	Equal variances assumed	16.493	38.307
	Equal variances not assumed	16.489	38.311

```
SAVE OUTFILE='/Users/francisconelas/Desktop/tuk.sav'
  /COMPRESSED.

CROSSTABS
  /TABLES=Sup_Try_Motivate Sat_Nec_Perf BY Out_In
  /FORMAT=AVALUE TABLES
  /STATISTICS=CHISQ
  /CELLS=COUNT
  /COUNT ROUND CELL.
```

Crosstabs

```
[DataSet1] /Users/francisconelas/Desktop/tuk.sav
```

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Sup_Try_Motivate * Out_In	60	100.0%	0	.0%	60	100.0%
Sat_Nec_Perf * Out_In	60	100.0%	0	.0%	60	100.0%

Sup_Try_Motivate * Out_In

Crosstab

Count

		Out_In		
		In	Out	Total
Sup_Try_Motivate	sim	26	1	27
	não	4	29	33
Total		30	30	60

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	42.088[a]	1	.000		
Continuity Correction[b]	38.788	1	.000		
Likelihood Ratio	50.248	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	41.386	1	.000		
N of Valid Cases	60				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 13.50.
b. Computed only for a 2x2 table

Sat_Nec_Perf * Out_In

Crosstab

Count

		Out_In		Total
		In	Out	
Sat_Nec_Perf	sim	30	28	58
	não	0	2	2
Total		30	30	60

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	2.069[a]	1	.150		
Continuity Correction[b]	.517	1	.472		
Likelihood Ratio	2.842	1	.092		
Fisher's Exact Test				.492	.246
Linear-by-Linear Association	2.034	1	.154		
N of Valid Cases	60				

a. 2 cells (50.0%) have expected count less than 5. The minimum expected count is 1.00.
b. Computed only for a 2x2 table