university of groningen

Does intrinsic motivation for work lead to an unbalanced life?

A paper on the effects of intrinsic motivation as passion and a feeling of useful work on work-life balance with the moderating effect of solo self-employment.

Student: Friedo Flache s4543041

f.o.flache@student.rug.nl

Student assessor: Pètar Marceta

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Abstract

Having a good work-life balance is strongly related to life satisfaction across cultures. What leads to a good work-life balance is still being researched. To better understand work-life balance this research will look at the effect of intrinsic motivation. The research question this lead to is: *How does intrinsic motivation affect work-life balance and is this effect moderated by being solo self-employed?* While previous research mostly focused on the effect in limited working sectors, this paper will expand on this by including all working sectors. Two parts of intrinsic motivation will be used in this research. First, intrinsic motivation based on passion for the work. Second, intrinsic motivation based on a feeling of doing useful work. Based on previous research this paper tested for a negative effect of intrinsic motivation on work-life balance. Being solo self-employed is expected to increase the negative effect of intrinsic motivation. This paper uses a binary logistical regression with the data of the European working conditions survey 2021. This survey included 70.000 respondents of which around 24.000 answered all relevant questions for this research. The results found in this paper showed no indication for a negative effect of intrinsic motivation on work-life balance. Contrary, the results showed strong positive effect for passion for work and a feeling of useful work. Demonstrating the similarities between the effect of the two parts of intrinsic motivation for future research. In addition, being solo self-employed did show a decrease on the positive effect of intrinsic motivation on work-life balance. Showing the effect of being solo self-employed to be relevant for future research across working sectors.

Table of contents

Introduction 4

Theory 6

Work-life balance 6

Intrinsic motivation 7

Moderation effect of solo self-employed 9

Control variables: Age and Gender 10

Methodology 11

Data and procedure 11

Operationalisation 12

Research-structure 13

Results 14

Conclusion and Discussion 19

Literature 21

Appendix 1: Operationalization 24

Original variables before recoding 24

Recoding of the variables to exclude non answers. 28

Work life balance after recoded to mirror and exclude non answers. 29

The frequency and descriptive statistics after excluding non-answers. 30

The variable solo self employed 33

Recoding to create the variable solo self-employed 34

Creating the dummy for work-life balance 35

Recoding continuous variables to be centred. 36

Frequencies statistics of the centred variables 37

Coding the interaction variables 38

Appendix 2 39

The logistical regression coding 39

The logistical regression results 40

Cronbach's alpha and correlation 51

Appendix 3 53

Appendix 4 60

Introduction

‘Work and how to balance it with family and social commitments’ is an evaluation that everyone has to make in their working life. Work-life balance has been a widely researched topic across disciplines (Casper et al., 2018). Past research has found strong support for good work-life balance being associated with life satisfaction across cultures (Haar et al., 2014). The effect that a bad work-life balance has on productivity on an organizational level has also been thoroughly researched (Sakshi, 2020). The research on ‘what causes a bad work-life balance’ is primarily focused on organizational policies. In this large collection of research on work-life balance the personal motivation of the worker is rarely considered and especially not with the idea of intrinsic motivation for work having a negative influence.

Having intrinsic motivation for your work can greatly increase the pleasure experienced while working. This will lead people to work extremely hard and work extra-long hours. To get their dream job, people are willing to work these long hours to go the extra mile (Arvidsson et al., 2010). Most people will recognize the experience of losing contact with a friend, as they never seem to have time anymore due to themselves having to commit it all to that new exciting job. The research into this phenomenon of intrinsic motivation is quite limited, except for the study on ‘Passionate workers in creative sectors accepting more precarious conditions’ which is well documented (Umney & Kretsos, 2015; Arvidsson et al., 2010; Been & Keune 2020). This research shows passionate workers are more likely to accept precarious working conditions. Longer working hours, worse job security and worse pay are worth it to be able to do a job they are passioned about. The connection to work-life balance often fails to be addressed in this research.

In this paper, I will connect the existing research on passion, leading to accepting more precarious working conditions, to the concept of work-life balance and extend the research field by looking at data not limited to a specific working sector. This will add to the existing literature by looking at the effect of passion on work-life balance outside of creative sectors. This paper will look at two parts of intrinsic motivation, the first part being passion found in creative sectors. The second part is about intrinsic motivation based on a feeling of useful work that is found in voluntary workers (Bang & Ross, 2009). These voluntary workers often do not have passion for the job itself but get their intrinsic motivation from, for example, the value it brings to their community.

The idea that precarious working conditions are prevalent with passionate workers in creative sectors is, as mentioned above, well researched. This research wants to add to this existing literature, the idea that this effect will be stronger if someone already has a more precarious working position by being solo self-employed. When solo self-employed the increased amount of flexibility and

autonomy can lead the effect of being “always on” (Hilbrecht & Lero, 2014). This means always having to pick up the phone and often working late to catch up with work. Balanced well this can work positively, when not this increases precarity. When self-employed someone is more enabled to accept extra working hours and work while sick.

In sum, this paper will look at the effect of intrinsic motivation, as passion for work and as having the feeling of doing useful work, on work-life balance moderated by if someone is solo self-employed. This all leads to the research question of this paper:

Research question: How does intrinsic motivation affect work-life balance and is this effect moderated by being solo self-employed?

Theory

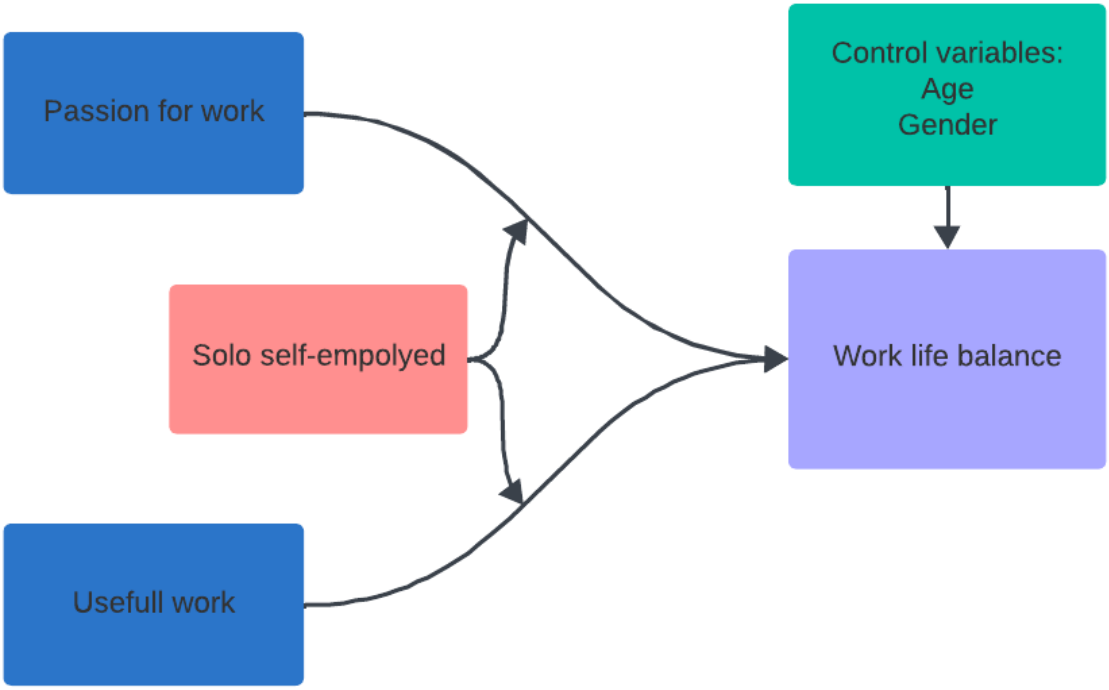

Figure 1: Research model

To answer the research question of this paper the model shown in figure 1 was created. This model shows the main relation of two parts of intrinsic motivation, passion for work and useful work, to work-life balance. It also shows a moderation effect for being solo self-employed. How these variables are expected to relate to work-life balance will be explained in the following paragraphs.

Work-life balance

Work-life balance has been a widely used term in research for a long time now. Not only is the term very popular in research, it has become a commonly known concept for many. Generally it is agreed upon that work-life balance is a convenient shorthand for what the term commonly refers to: work and the rest of life (Guest, 2002). What kind of balance it refers to has been a lot more ambiguous. Balance has been used in many different ways like representing satisfaction or effectiveness (Casper et al., 2018). Casper et al. (2018) also describes the most common element in all definitions, the workers own evaluation. It is a personal experience off how well their work and non-work activities fit together, combined with the importance that the person places on the different parts of life. In this research I will focus on the experience of how well working hours fit in with the family and social commitments. In conclusion the term work-life balance refers to the experience of a person on how well work and non-work activities fit together in their life.

Having a good work-life balance is dependent on whether you think that you can do your work well and still be able to commit enough to family and social commitments. The factors that are generally associated with having a good work-life balance are the amount of working hours and work stress spilling over in to non-work times (Guest, 2002). Having an unstable work life is heavily related to the concept of precarity. Precarity references to the instability and uncertainty of a workers life (Hewison, 2016). Certainty about working hours is also a big factor in having good work life balance (Umney & Kretsos, 2015). Having precarious working conditions will lead to not being able to build up a consistent commitment to the non-work parts of life.

The question that this creates is: Why would someone take on a job at the expense of their other priorities in life? This question does of course not have a singular answer. There are many different parts of life that influence this choice or maybe it is not even a choice. As shown in the research model the main effect on work-life balance that this paper will look at is intrinsic motivation.

Intrinsic motivation

Being motivated is to be moved to do something (Ryan & Deci, 2000). Intrinsic motivation and extrinsic motivation are the two commonly known sides of motivation. Extrinsic motivation is related to external factors for example economic benefit or status. Therefore it is always dependent on an evaluation if it is worth doing something based on the reward. Intrinsic motivation is the opposite to this and relates to activities where the goal is the activity itself (Fishbach & Woolley, 2022). This same distinction can be made for motivation for work. If someone is only extrinsically motivated to do a job the reward has to be equal or larger than the effort put in to the work. When the work is inherently satisfying, the reward for the work done does not have to be equal to the sacrifice necessary to do the work. This can lead to precarity and long working hours as people, who are inherently motivated for work, can legitimize through this motivation the neglect of their work life balance (Umney & Kretsos, 2015).

For the purposes of this paper I will look at two different parts of intrinsic motivation. First I will look at the literature of passion on work-life balance through precarity as the first part of intrinsic motivation. After looking at the effects of passion on work-life balance I will look at a second part of intrinsic motivation, which is Intrinsic motivation based on the feeling of doing useful work.

Passion

The first part of intrinsic motivation I want to discuss is the concept of passion. Having passion for work is commonly found in creative sectors where people often describe their job as being their hobby too (Been & Keune, 2019). This results in the effect that the worker gets more value out of the

work than they are being paid. This creates the effect that these workers will accept lower pay and more precarious working conditions to stay in the market and continue doing their jobs (Umney & Kretsos, 2015; Been & Keune, 2022). Even though these workers are underpaid and overworked, they often report a high level of satisfaction as shown by a study of the Milan fashion industry by Arvidsson et al. (2010). In this previously mentioned research into passionate workers it has been found that sometimes the precarious working conditions are exactly what the workers want as it comes with flexibility and freedom. Even though these workers may prefer these more precarious working conditions it still leads to working longer hours under more stress. To uphold their standard of living is very hard, due to the long workdays and lower pay. Despite that passionate workers are willing to accept the precarious working conditions and long hours, which leads to having less time for non-work activities. This means that in these creative sectors the passion of workers leads to a negative effect on their work-life balance. Passion is mainly researched in creative sectors but the effect of increasing work precarity should be present in all sectors. (Umney & Kretsos, 2015). It is argued by other authors that the effect of passion is because of specific market characteristics (Been & Keune, 2019). The project based structure of the market and the importance of increasing a portfolio would lead people to take on low paying jobs. While these specific market conditions do increase the negative effect of passion. The market conditions do not cause but increase the effect. This effect will mentioned later on in the form of solo self-employment. Other research shows us that the creative sectors are not the only place where people find the negative effect of passion for the job. Though the creative sector is where being passionate about work is the most present, the same effect of passion for work can be found in other sectors for example with people working to conserve nature (Sandiford & Green, 2020). To test if the negative effect of passion on work-life balance can be found across the labor market the first hypothesis of this paper is:

Hypothesis 1: Passion for work has a negative effect on work-life balance.

Useful work

Passion is not the only part of intrinsic motivation. A second part of intrinsic motivation that this paper looks at is based on a feeling of doing useful work. Passion in research as described in the previous paragraph only covered creative sectors where the work is an extension of the workers own interests. In these studies the creative sectors that were researched were game design, music and fashion. In this second part I want to include a different part on intrinsic motivation to the study that can be found in volunteer work. Volunteers are almost always intrinsically motivated to do the job but not due to a pure passion for the job they are doing (Bang & Ross, 2009). Different motivations are described by Bang and Ross (2009) and a common theme seems to be that these volunteers want

to be part of a community or improve a community or activity that they already like. Similar to this Bidee et al. (2017) finds that volunteers in healthcare organizations also derive intrinsic motivation from a feeling of competence and inclusion in the effectiveness of the team. In these cases the motivation is not the enjoyment of the work but it is the feeling of usefulness of the work. Fishbach and Woolley (2022) describes a form of intrinsic motivation where the goal is so inherently related to the job that the person becomes intrinsically motivated to do the job. This kind on intrinsic motivation describes how the goal motivates the work, for example a football coach will be motivated to keep teaching and organizing for the club while getting barely any compensation for the work. This is different from external motivation as it is not about the personal benefit to the person but only the personal enjoyment of the work done well for the people or community that they value. This perspective is a large part of the intrinsic motivation for volunteer workers (Bang & Ross, 2009). It is this kind of intrinsic motivation that I want to include in the study, to see if the negative effect from intrinsic motivation based on passion also extends to a different part of intrinsic motivation based on the feeling of doing useful work. This leads to the second hypothesis of this paper:

Hypothesis 2: Having a feeling of doing useful work has a negative effect on work-life balance.

Moderation effect of solo self-employed

People who are solo self-employed choose a job with more flexibility. When self-employed, an individual has more agency over working hours and their income. As Annink and Dulk (2012) showed in a study about self-employed women in the Netherlands this can, when well-managed, lead to a better balance between work and personal life. When setting the right goals, women in the study were found to be better able to fulfill their personal wishes and aims for their personal and working life. Hilbrecht and Lero (2014) also find that the autonomy of being self-employed, when coordinated as a couple, can bring more possibility to attend family leisure time activity and include children in their life. This literature does attach an asterisk to this positive effect of self-employment. The increased autonomy can in other cases also show its negative side. One of the downsides mentioned by Hilbrecht and Lero (2014) is the effect of being “always on”. There are no strict working hours and tasks that need to be done as soon as possible. So when solo self-employed the job can interfere through calls outside off planned working times, late hours and having to work while sick. When solo self-employed, the increased amount of flexibility goes hand in hand with precarity (Khan & MacEachen, 2024). This results in someone who is solo self-employed being more susceptible to the effect of neglecting other parts of life. With the increased amount of autonomy comes precarity. The negative effect of intrinsic motivation on work-life balance is as described above, due to someone who is more intrinsically motivated accepting lower pay and worse working hours to get or keep their

preferred job. The increased precarity of solo self-employment creates the possibility for someone to more easily accept the worse pay and working hours. This effect of the autonomy of solo self-employment increasing the negative effect of intrinsic motivation leads to the final hypothesis.

Hypothesis 3: Intrinsic motivation has a stronger negative effect on work-life balance when someone is solo self-employed.

Control variables: Age and Gender

This paper will include the two control variables of age and gender. These control variables have been included as they have strong correlations with intrinsic motivation, work-life balance and household income.

First, age has a strong effect on work-life balance. The work-life balance of a young worker looks significantly different from the work-life balance of a person about to retire. For example, an older worker might have plenty of time to work long hours as the children are already out of the house while a younger worker who might have just started their job, is trying to start a family also and still want regular contacts with study friends. Older workers also had more time to establish a solid network while younger workers still need time to establish themselves within a network.

Second, gender has a big effect on work-life balance due to societal expectations. As shown by Emslie and Hunt (2008) that the effect of children significantly impacts the lives of both man and women. The difficulties of sustaining their work life balance lasted far longer and was more complicated for women. While still needing more research it has already been shown that gender can have a big impact in sectors with high amounts of passion (Michie & Nelson, 2006).

Methodology

Data and procedure

The dataset used in this research is the data from the European Working Conditions Survey 2021 (EWCS). The data is collected for Eurofound, which is the European foundation for the improvement of living and working conditions. The background to this survey starts in 2020 the scheduled survey done with face-to-face interviews had to be canceled due to the COVID-19 pandemic. In 2021 Eurofound tested a methodological experiment by contacting some of the respondents over the phone and taking the survey. Based on this experiment Eurofound could plan the extraordinary 2021 survey that was held by using a telephone survey. The population of the survey was expanded to 70.000 workers across 36 European countries. This includes the EU member states, the United Kingdom, Norway, Switzerland, Albania, Bosnia and Herzegovina, Kosovo, Montenegro, North Macedonia and Serbia. Per country between 1.000 and 4.200 were interviewed. The survey covered 54 languages including national language variations. The sample is representative of everyone aged 16 or older. The respondents were selected by random phone number generation to get a random sample from the population. The goal of the survey was to create a representative survey to create a comparable and representative dataset on job quality at the time. To create a complete and representative survey Eurofound accounted for non-response by giving a larger weight to underrepresented groups and smaller to overrepresented groups.

The procedure of the interview went according to a pre-planned questionnaire that followed one of six paths. The interview started with a general explanation of the goal and procedure of the interview. The interview would last a maximum of twenty minutes. Of these twenty minutes the first twelve were used to answer the core questions of the interview that all participants were asked. After these questions, the second part of the interview which lasted for about four minutes would cover two out of the three possible modules. The final part of the interview also lasted for about four minutes. One out of two modules would be asked of the respondent. This would mean that the modules in the second part of the interview were asked to around sixty-seven percent of respondents and the modules in the final part to half of respondents. Due to the different modules not all respondents can be included in this research. Of the more that 70.000 respondents around 23.000 could be used in the regression analysis for this paper.

Operationalisation

In this paragraph, I will talk about all the variables that are used in the research for this paper.

Work life balance

The variable work-life balance was measured by one question called: Q44 *Work_life_balance*. The question that was asked was: In general, how well do your working hours align with your family or social commitments outside of work? The different response options were: from 1 to 4. 1 is Very well, 2 is Well, 3 is Not very well, 4 is Not at all well. A change made to *Work_life_balance* was to mirror the answer possibilities so that a low answer means not being able to align work with family and social commitments and four means being very well able to do so. The recoded variable is called *Work_life_balance_SM_mirror*. The answer possibilities are so coded that 1 means not at all well, 2 not very well, 3 well, and 4 very well. This recoded variable is then recoded again into a dummy variable to be able to do the binary logistical regression. *Dummy_WLB_SM_mirror* coded so that 1 and 2 are recoded to 0 and 3 and 4 recoded to 1. This creates the dummy where 0=bad work-life balance and 1=good work-life balance

Useful work and passion for work

For the two parts of intrinsic motivation the variable *useful work* and ethous*iastic about work* are used. First, the variables before they were combined were Q61J [*useful_work*] and Q90B [*eng_enthusiastic*]. The question asked for useful work was: You have the feeling of doing useful work. With the response options: Scale from 1 to 5, 1 is never, 2 is rarely, 3 is sometimes, 4 is often, 5 is always. Enthusiastic about work, the variables that represent passion was asked with the questions: I am enthusiastic about my job. With the response options: Scale from 1 to 5, 1 is never, 2 is rarely, 3 is sometimes, 4 is often, 5 is always. Both variables have been centered for the regression. This was done to decrease multicollinearity and enable interpretation of the interaction effect of the moderating variable.

Solo self-employed

The variable *solo self-employed* was created based on the recoded variable *emp_stat_lt*. For this variable the answers to multiple question were recoded so that there are 3 answer options: 1= self-employed with employees 2=self-employed without employees and 3=employee. This variable was for the purposes of this paper recoded again where answer option 1 and 3 were combined. This paper focusses specifically on solo self-employed workers because category 1 included a wide range of situations that did not reflect the precarious position of someone who is solo self-employed. After the recoding the two categories remaining were: 0=not solo self-employed 1=solo self-employed.

Age

The only change to the variable age was that it had to be centered for the regression, all ages were included in the population of the research. The name off the variable was SCR_Age [age]. The question asked to the respondents was: Starting with yourself, how old are you?

Gender

The name of the variable gender was: Q2new [sex]. The question asked was: Would you describe yourself as 1: Male 2: Female 3: Or would you describe yourself in another way? For the regression a recoded version of this variable was used where the third category was equally distributed among the two categories of male and female.

Research-structure

The research-structure of this paper to answer the hypothesis presented in theory section of the paper will be discussed in the following section. As described earlier the dataset that was used for this research was the European Working Condition Survey 2021. This dataset was imported in to Spss to do a regression analysis. A multiple logistical regression analysis was chosen to answer the following hypothesis because the assumptions of linear regression could not be met.

Hypothesis 1:Passion for work has a negative effect on work-life balance.

Hypothesis 2: a feeling of doing useful work has a negative effect on work-life balance

Hypothesis 3: Intrinsic motivation has a stronger negative effect on work-life balance when someone is solo self-employed*.*

These hypothesis were tested with a multiple logistical regression analysis that was divided into five blocks. The dependent variable of all blocks is the variable work_life_balance. In the first block only the control variables age and gender are added. In the second block the variable passion_for_work_centerd was added to test for the first hypothesis. In the third block the variable passion_for_work is added again and the variable usefull_work_centerd was added as the second hypothesis takes into account both sides of intrinsic motivation. To answer the final hypothesis block four and five are used. In block four has all variables included that are in block three and added to this moderating variable of solo self-employed. In block five the interaction variables of useful work and passion for work are added. So in sum five blocks of multiple regression analyses have been done. The first block is to add the control variables. The second block to answer the first hypothesis, the third block to answer the second hypothesis and the fourth and fived block to answer the third hypothesis.

Results

Descriptive statistics

In this section, I will present the results of this paper. In the following chapter, I will first present a summary of the important values in table 1. In the succeeding section, I will describe what regression model has been used and when different variables were added to the model. Then the model fit of the regression model will be discussed. Finally, in the hypothesis testing I will talk about the results and if these match the expectations formulated in the hypothesis.

Table 1: Descriptive statistics of variables in analysis. Mean (Standard deviation), minimum, maximum and total responses.

Variable	**Mean (Standard deviation)**	**Minimum**	**Maximum**	**N totaal**
Age	0,991(12,281)	-25	43	35709
Gender (1=Male 2=Female)	52,5% Male 47,5% Female	1	2	35709
Work Life-balance (0=bad WLB 1=good WLB)	18.1% Bad WLB 81.6% Good WLB	0	1	35778
Passion for work	,000(,981)	-2,98	1,02	35778
Useful work	,000(,817)	-3,43	,57	23937
Solo selfemployed (0=no 1=yes	91,9% No 8,1% yes	0	1	35778

Table 1: Univariate statistics. The variable passion for work, useful work and age have been centered.

The relevant statistic in table 1.

Table 1 shows the descriptive statistics for all included variables in the regression model. The dependent variable work-life balance is very unevenly distributed. To get a better interpretation I have changed the cut-off value for the classification table to match the very skewed dependent variable. This more clearly shows the changes for every block of the regression. The second thing that is notable in table 1 is that the variables age, passion and intrinsic motivation have been centered. This is to be able to test the moderation effect. This change to the variables also leads to less concern about multicollinearity. Also shown in table 1 is the very skewed variable of solo self-employed. Solo self-employed is the most one-sided variable in this regression but passion for work and useful work are also unevenly distributed. This leads to the final notable observation shown in table 1, which is the very high sample test size for the regression. This very high sample test size means that even relatively tiny groups still include a reasonable amount of respondents. The lowest number of respondents for a variable is 23937. This is the population the regression will use.

Research model

For the regression a logistic regression with 5 different blocks was created. This is to add in every block only 1 new effect to the model. Model 1 only the dependent variable work-life balance and the control variables age and gender are added. In model 2 passion for work is added to this model. In model 3 the variable useful work is added. In model 4 the variable solo self-employed is added. In the last block, model 4, the interaction variables are added.

Table 2: Results of binary logistical regression with work-life balance as dependent variable.

Variable	Model 1		Model 2		Model 3		Model 4		Model 5	
	B (Se)	Odds-ratio	B(Se)	Odds-ratio	B(Se)	Odds-ratio	B(Se)	Odds-ratio	B(Se)	Odds-ratio
Intercept	1,267** (,052)	3,549	1,325 (,052)	3,762	1,332** (,053)	3,790	1,353** (,053)	3,867	1,354** (,053)	3,871
Age	,008** (,001)	1,008	,006** (,001)	1,006	,005** (,001)	1,005	,005** (,001)	1,005	,005** (,001)	1,005
Gender	,152** (,034)	1,164	,1639** (,034)	1,149	,136** (,034)	1,145	,131** (,034)	1,140	,132** (,034)	1,141
Passion for the job			,333** (,016)	1,395	,297** (,017)	1,346	,300** (,017)	1,350	,300** (,018)	1,150
Useful work					,114** (,021)	1,121	,114** (,021)	1,121	,130** (,022)	1,139
Solo-self-employed(SSEP)							-,167** (,062)	,846	-,171** (,061)	,843
Interaction Passion x SSEP									-,008 (,063)	,992
Interaction Usefull work x SSEP									-,196* (,077)	,822
Deviance	22624,380		22209,161		22179,093		22171,903		22163,963	
-test	53,229	<,001	415,219	<,001	30,068	<,001	7,190	,007	7,941	,019
n	23937		23937		23937		23937		23937	

Table 2: *significant at p<0,05 **significant at p<0,01.

Model fit

First of all no outliers have been removed for the regression results shown in table 2. I have decided to not remove any outliers because when calculating the leverage values it gave particularly high scores to respondents that were solo self-employed and scored very low on passion and useful work. As mentioned above these variables are all very skewed to one side. Respondents that belong to the smaller groups within these variables are shown as outliers. I do not think that this is the case as the variables used in this paper are not continuous variables with a possibility of unrealistically high scores but scales of 1 to 5 and in the case of solo self-employed a dummy. This shows that a solo self-employed person who is not passionate or feels like he is doing useful work is very rare. It should not be taken out of the dataset as it is not an unrealistic result. How the results would have changed with outliers taken out will be shown in appendix 3.

The Hosmer & Lemershow test is most of the time a good way to test the validity in a logistic regression. The test is significant for every block of the model but this does not show that the model has a bad fit as in this case the very high N leads to a significant Hosmer & Lemeshow test. To see what the Hosmer & Lemershow indicates, I looked at the contingency table also added in appendix 2. This table indicated that the difference between the expected and observed results were not very big. So to get a good idea of the model fit the Hosmer & Lemeshow is not reliable in this case. For the model fit the classification table cut off has been changed to give a better perspective of the effect of the different models. The classification table now shows the changes in the predictions of the total predicted correctly with the cutoff on 0.8. The model does not improve a single time according to the classification table. Based on the -2log likelihood (indicated as -test) values model 1, 2 and 3 have very significant improvements over the previous model. While the additions in model 4 and 5 were only smaller improvements but still show to be significant.

The hypothesis testing

Hypothesis 1: Passion for work has a negative effect on work-life balance.

The first hypothesis predicts that someone who is more passionate about their job will have a worse work-life balance. This relationship is tested in model 2 where the effect of passion for work is controlled for age and gender. As shown in table 2 the addition of passion shows significant improvement in the model. Also indicated in table 2, the given slope for passion for work: (b=0,333, p<0,01). This result indicates a positive direction, which means that more passion for the job relates to a good work-life balance. According to this result, a person with passion for their job has a better work-life balance than if he did not have passion for his job. Table 2 shows that this is a significant positive effect. This positive effect is the opposite of what the hypothesis predicted. Hypothesis 1 has to be rejected based on this result. The rejecting of the hypothesis means that there is evidence

found to support the idea that being passioned about work means you have a worse work life balance.

Hypothesis 2: A feeling of useful work has a negative effect on work-life balance.

The second hypothesis predicts that a person with a bigger feeling of doing useful work will have a worse work-life balance. This is tested in model 3 where useful work is added to the variables of model 2. Table 2 shows that the variable useful work (b=0,114, p<0,01) has a significant effect and that model 3 is a significant addition to model 2. The effect of useful work shown in table 2 has the same positive effect as passion for work. This means that a person with a large feeling of doing useful work would likely have a better work-life balance than if he did not. Hypothesis 2 is not supported as the results found do not correspond with the predicted negative effect. Passion for work and the additional useful work both have a significant positive effect in model 3. While the effects do not show the expectation of the hypothesis the similarity do align with the theory of both being a part of intrinsic motivation.

Hypothesis 3: Intrinsic motivation has a stronger negative effect on work-life balance when someone is solo self-employed

Solo self-employed is the moderating variable in the regression analysis. The hypothesis therefore says just like hypothesis 2 that the two parts of intrinsic motivation will have a negative effect on work-life balance. The effect added in hypothesis 3 is that for people who are solo self-employed, this effect will be stronger. We do not find the negative effect of intrinsic motivation predicted in this research and therefore hypothesis 3 cannot be supported. The added variable of solo self-employed still shows an added effect. The effect found by the interaction variable shown in model 5 in table 2 is negative. This means that the positive effect of the two parts of intrinsic motivation is smaller for someone who is solo self-employed. This does match with the prediction in the hypothesis that the solo self-employed have a worse score on work-life balance. This effect of the interaction variable of useful work is significant while the interaction variable of passion for work is not. This shows that the positive effect of intrinsic motivation found in the results is significantly less for someone who is solo self-employed.

Conclusion and Discussion

The purpose of this paper was to answer how intrinsic motivation for work influences someone's work-life balance. To answer this question three hypotheses were created. First, this research tested for a negative of passion for work on work-life balance that was found in literature. The theory for this negative effect was that the time a person balances between their personal and working life would fall out of balance because passionate working will take on overtime or accept lesser payment for their work. This was tested across all work sectors while previously only tested in different creative sectors. The hypothesis was that passion for work had a negative effect on work-life balance. Second, to answer the research question and include a wider part of intrinsic motivation I included a part of intrinsic motivation based on a feeling of work well-done. This leads to the second hypothesis that a feeling of work well done also has a negative effect on work-life balance. Finally I hypothesized that the negative effect of the two parts of intrinsic motivation would be stronger for someone who is solo self-employed. The results showed that no hypothesis could be supported. The effect found by the analysis showed the opposite effect of what was predicted. This means that the argument based on sacrificing time and financial stability does not hold up. The effect the results indicate is the higher someone scored on the two parts of intrinsic motivation the better their work-life balance seems to get. For the solo self-employed worker the positive effect of intrinsic motivation did seem to be smaller but not to a significant degree. To sum up, this paper could find no support for the theory that more intrinsic motivation for a job will lead to a worse work-life balance. Why the theory did not match with the result will be discussed in the following paragraph.

There are two possibilities to review why the theory did not align with the results. First, the results found are correct but the expectations were not accurate. In the theory section of this paper about intrinsic motivation, I mentioned that previous research on the effect of passion on work-life balance predominantly looked at different creative sectors. I expected the effect to translate to all sectors but this was not found in the results. Looking at all sectors combined the results of this paper found the opposite effect. The more intrinsically motivated a person was the better their work-life balance. As presented in the theory section of passion for work, Been and Keune (2019) also argue that the nature of creative sectors being very project-driven with low job security increases precarity. I argue that this increases the negative effect of passion for work, not a cause it and go on to show the negative effect of intrinsic motivation being found outside of the creative sector. The increasing of the negative effect of intrinsic motivation might be so strong that outside of the creative sectors the negative effect of passion for work is to small to find. Although this would explain why the results did not find the expected negative effect, it does not explain the significant positive effect. Furthermore,

the effect of intrinsic motivation on work-life balance I found was positive for solo self-employed respondents who also have very precarious working conditions. How intrinsic motivation has a positive effect on work-life balance and why this effect is not found in creative sectors is an interesting point for future research.

The second reason that the theory and results of this paper do not align could also be that the methodology of the paper is not good enough that even if the expectations were correct the results would not show it. The research model includes variables for a feeling of useful work and passion for work to represent two parts of intrinsic motivation. Having included part of intrinsic motivation this research limits the conclusion that can be drawn from the results. For future research expanding on this to include a combined extensive latent variable for intrinsic motivation would improve on this. This was not done in this research as only two parts of intrinsic motivation were included to see if the effect of a feeling of useful work to inspire intrinsic motivation was the same as the effect of passion for work. Including intrinsic value as a combined variable would also not have been wise to do for this paper as the variables work well done and passion for work did not score high enough on Cronbach's alpha (N = 3; α = .542) as they did not include enough information to represent the full extent of intrinsic motivation.

While this research left room for improvement for future research, as described there were also findings that might be interesting to include in future research. While the hypothesis of the moderation effect of solo self-employment could not be accepted due to the main effect of intrinsic motivation not going according to expectation. The results showed the effect of solo self-employment to align with the expectation based on the arguments presented. As the results showed someone being solo self-employed to have a smaller positive effect on work-life balance. For future research into the effect of intrinsic motivation on work-life balance including the effect of solo self-employment is important. The effect has extensively been shown within creative sectors where flexibilization and solo self-employment is especially prevalent (Been & Keune, 2022). Now it has also shown to be relevant when looking at all working sectors combined. Finally while this research could not combine the two parts of intrinsic motivation this paper has done a step towards the combination of research of different parts of intrinsic motivation. Although this paper could not show the expected effect across sectors, it did find the same effect in both parts of intrinsic motivation. These similarities of the effect on work-life balance between intrinsically motivated workers based on passion for the work and a feeling of useful work can be a building block in wider research on the effect of intrinsic motivation across different parts of the labor market.

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Appendix 1: Operationalization

Original variables before recoding

The first tables show the frequency and descriptive statistics of the original variables as they were within the dataset. Gender is already a recoded variable as this was already done within the dataset.

```
DATASET NAME DataSet1 WINDOW=FRONT.
* Encoding: UTF-8.
*Frequencie statistics before recoding.
DATASET ACTIVATE DataSet1.
FREQUENCIES VARIABLES=gender_recoded eng_enthusiastic usefull_work
work_life_balance
  /ORDER=ANALYSIS.
```

Statistics

		gender_recoded recoded gender to man, woman, random assignment of non-binary	eng_enthusiastic Q90B [eng_enthusiastic] I am enthusiastic about my job [The following statements are about how you feel about your job. For each statement, please tell me how often you feel this way...]	usefull_work Q61J [usefull_work] You have the feeling of doing useful work	work_life_balance Q44 [work_life_balance] In general, how do your working hours fit in with your family or social commitments outside work?
N	Valid	71758	35857	48277	71758
	Missing	0	35901	23481	0

gender_recoded recoded gender to man, woman, random assignment of non-binary

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Man	37548	52,3	52,3	52,3
	2 Woman	34210	47,7	47,7	100,0
	Total	71758	100,0	100,0	

eng_enthusiastic Q90B [eng_enthusiastic] I am enthusiastic about my job [The following statements are about how you feel about your job. For each statement, please tell me how often you feel this way...]

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-999 Refusal (spontaneous)	13	,0	,0	,0
	-888 DK (spontaneous)	66	,1	,2	,2
	1 Never	815	1,1	2,3	2,5
	2 Rarely	2035	2,8	5,7	8,2
	3 Sometimes	6669	9,3	18,6	26,8
	4 Often	13965	19,5	38,9	65,7
	5 Always	12294	17,1	34,3	100,0
	Total	35857	50,0	100,0	
Missing	System	35901	50,0		
Total		71758	100,0		

usefull_work Q61J [usefull_work] You have the feeling of doing useful work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-999 Refusal (spontaneous)	7	,0	,0	,0
	-888 DK (spontaneous)	99	,1	,2	,2
	-777 Not applicable (spontaneous)	24	,0	,0	,3
	1 Never	632	,9	1,3	1,6
	2 Rarely	974	1,4	2,0	3,6
	3 Sometimes	3830	5,3	7,9	11,5
	4 Often	14878	20,7	30,8	42,3
	5 Always	27833	38,8	57,7	100,0
	Total	48277	67,3	100,0	
Missing	System	23481	32,7		
Total		71758	100,0		

work_life_balance Q44 [work_life_balance] In general, how do your working hours fit in with your family or social commitments outside work?

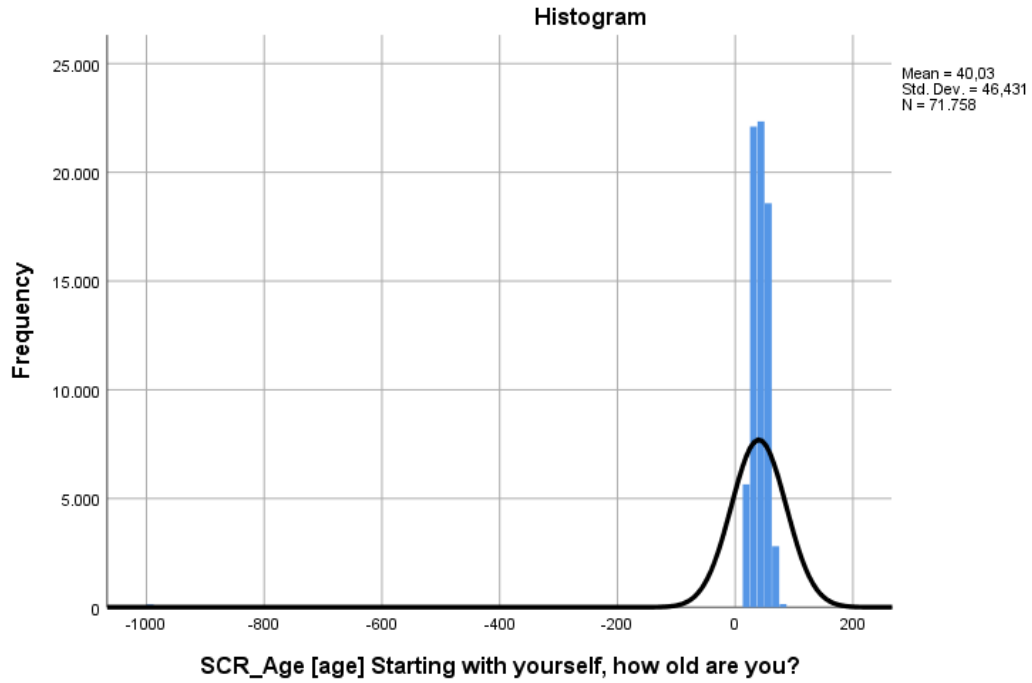
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-999 Refusal (spontaneous)	31	,0	,0	,0
	-888 DK/no opinion (spontaneous)	228	,3	,3	,4
	1 Very well	25278	35,2	35,2	35,6
	2 Well	33370	46,5	46,5	82,1
	3 Not very well	9616	13,4	13,4	95,5
	4 Not at all well	3235	4,5	4,5	100,0
	Total	71758	100,0	100,0	

```
DATASET ACTIVATE DataSet1.
FREQUENCIES VARIABLES=age
  /FORMAT=NOTABLE
  /NTILES=4
  /STATISTICS=MINIMUM MAXIMUM MEAN
  /HISTOGRAM NORMAL
  /ORDER=ANALYSIS.
```

Statistics

age SCR_Age [age] Starting with yourself, how old are you?

N	Valid	71758
	Missing	0
Mean		40,03
Minimum		-999
Maximum		88
Percentiles	25	32,00
	50	42,00
	75	51,00



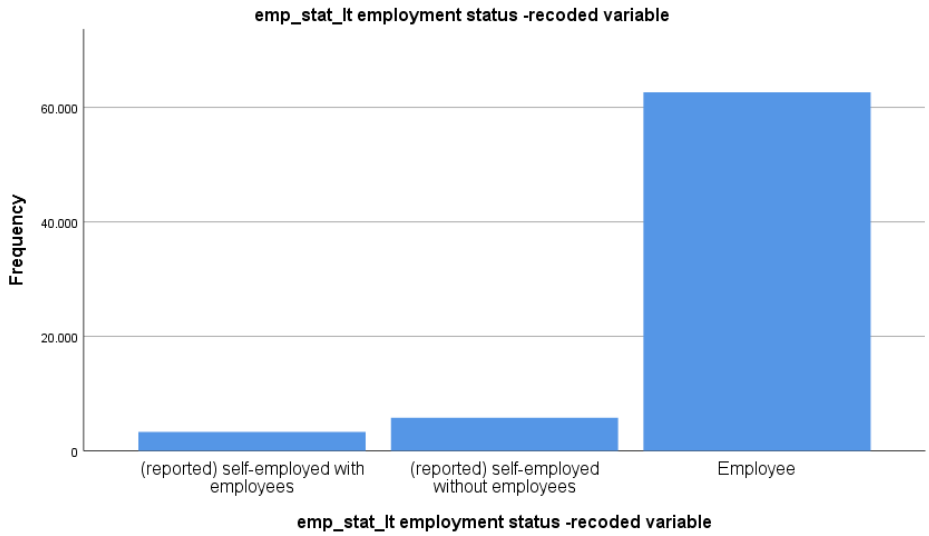
Statistics

emp_stat_lt emp_stat_lt employment status -recoded variable

N	Valid	71724
	Missing	34
Mean		2,83

emp_stat_lt emp_stat_lt employment status -recoded variable

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 (reported) self-employed with employees	3303	4,6	4,6	4,6
	2 (reported) self-employed without employees	5776	8,0	8,1	12,7
	3 Employee	62645	87,3	87,3	100,0
	Total	71724	100,0	100,0	
Missing	System	34	,0		
Total		71758	100,0		



Recoding of the variables to exclude non answers.

As most clearly shown in the histogram of the variable age. The variables still have the system missing respondents included. The change made to all variables was to recode the answer options -777 (Not applicable) -888 (Does not know an answer) and -999 (Refusal to answer) as system missing to not get weird outliers and skewed results. This change was made to all variables and will not be individually mentioned again. After the recoding the letter SM were added to the changed name of some of the variables to indicate new cases labelled as system missing. The variable work-life balance is shown first and has also been recoded to be mirrored. This was done so that the answer options were ordered by increasing value to improve readability of the results. After the recoding the value 1 means a bad work-life balance and 4 means a high work-life balance. The variable solo self-employed is shown separately later in this appendix.

```
*Recoding to define -777 -888 -999 as system missing.
RECODE work_life_balance eng_enthusiastic age gender_recoded usefull_work
(-999=SYSMIS)
    (-888=SYSMIS) (-777=SYSMIS) (ELSE=Copy) INTO Work_life_balance_SM
Passion_for_work Age_SM Gender_SM
    Usefull_work_SM.
VARIABLE LABELS  Work_life_balance_SM 'WLB system missing'
/Passion_for_work 'Passion for work'
    /Age_SM 'Age recoded' /Gender_SM 'Gender recoded' /Usefull_work_SM
'Usefull work SM'.
EXECUTE.
*To work life balance.
RECODE Work_life_balance_SM (1=4) (2=3) (3=2) (4=1) (ELSE=Copy) INTO
Work_life_balance_SM_mirror.
VARIABLE LABELS  Work_life_balance_SM_mirror 'WLB SM and mirrored'.
EXECUTE.

FREQUENCIES VARIABLES=Work_life_balance_SM_mirror
  /FORMAT=NOTABLE
  /BARCHART FREQ
  /ORDER=ANALYSIS.
```

Work life balance after recoded to mirror and exclude non answers.

Statistics

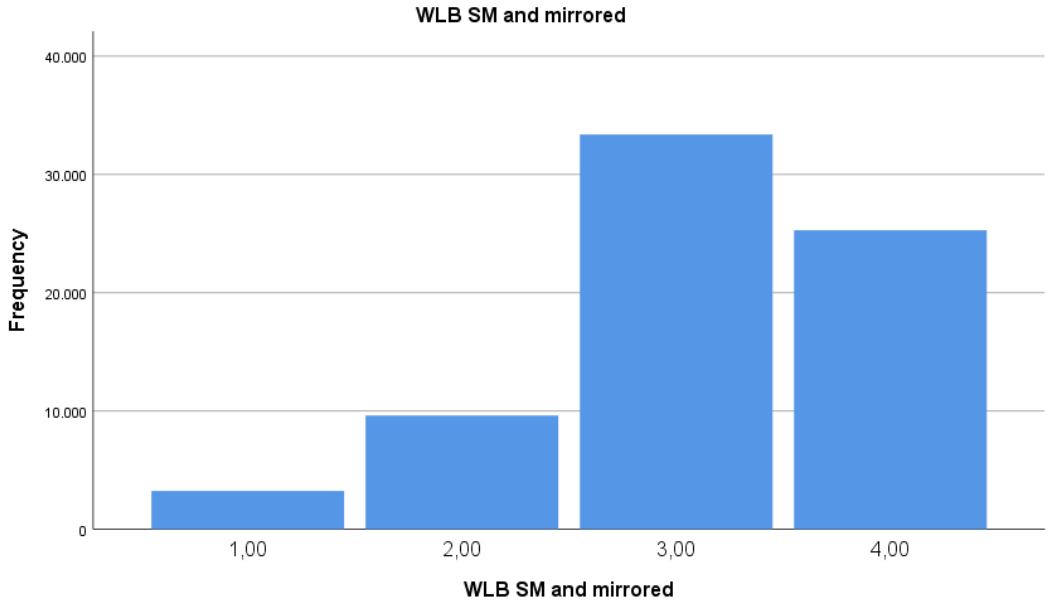
Work_life_balance_SM_mirror

WLB SM and mirrored

N	Valid	71499
	Missing	259

Work_life_balance_SM_mirror WLB SM and mirrored

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	3235	4,5	4,5	4,5
	2,00	9616	13,4	13,4	18,0
	3,00	33370	46,5	46,7	64,6
	4,00	25278	35,2	35,4	100,0
	Total	71499	99,6	100,0	
Missing	System	259	,4		
Total		71758	100,0		



The frequency and descriptive statistics after excluding non-answers.

```
*Frequerncie statistics after recoding.
FREQUENCIES VARIABLES=Work_life_balance_SM_mirror Usefull_work_SM
Passion_for_work Gender_SM
  /NTILES=4
  /BARCHART FREQ
  /ORDER=ANALYSIS.
```

Statistics

		Work_life_balance_SM_mirror WLB SM and mirrored	Usefull_work_SM Usefull work SM	Passion_for_work Passion for work	Gender_SM Gender recoded
N	Valid	71499	48147	35778	71758
	Missing	259	23611	35980	0
Percentiles	25	3,0000	4,0000	3,0000	1,0000
	50	3,0000	5,0000	4,0000	1,0000
	75	4,0000	5,0000	5,0000	2,0000

Usefull_work_SM Usefull work SM

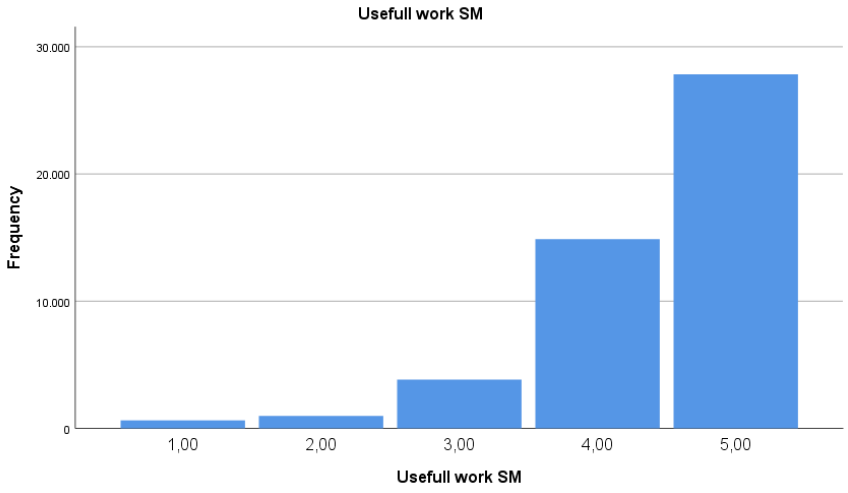
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	632	,9	1,3	1,3
	2,00	974	1,4	2,0	3,3
	3,00	3830	5,3	8,0	11,3
	4,00	14878	20,7	30,9	42,2
	5,00	27833	38,8	57,8	100,0
	Total	48147	67,1	100,0	
Missing	System	23611	32,9		
Total		71758	100,0		

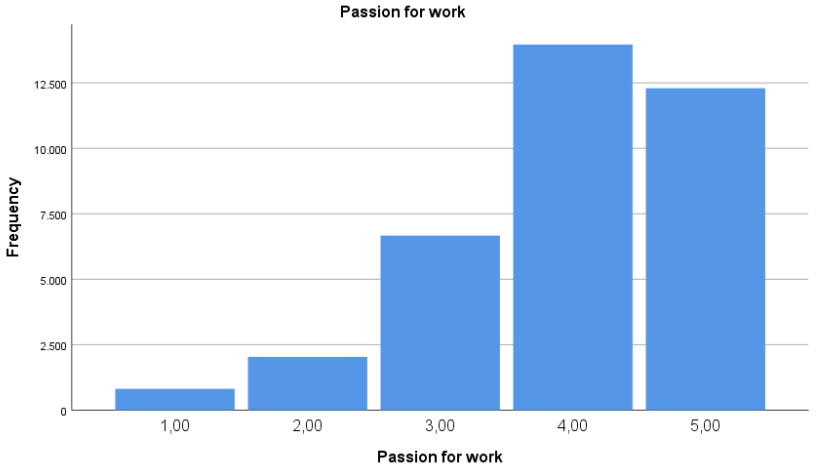
Passion_for_work Passion for work

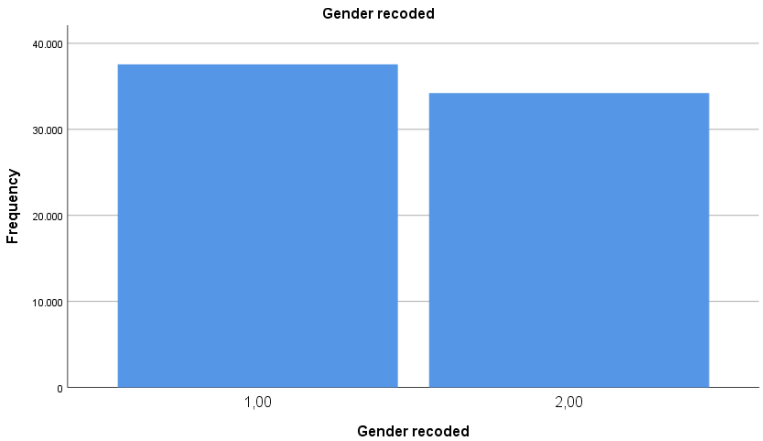
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	815	1,1	2,3	2,3
	2,00	2035	2,8	5,7	8,0
	3,00	6669	9,3	18,6	26,6
	4,00	13965	19,5	39,0	65,6
	5,00	12294	17,1	34,4	100,0
	Total	35778	49,9	100,0	
Missing	System	35980	50,1		
Total		71758	100,0		

Gender_SM Gender recoded

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	37548	52,3	52,3	52,3
	2,00	34210	47,7	47,7	100,0
	Total	71758	100,0	100,0	





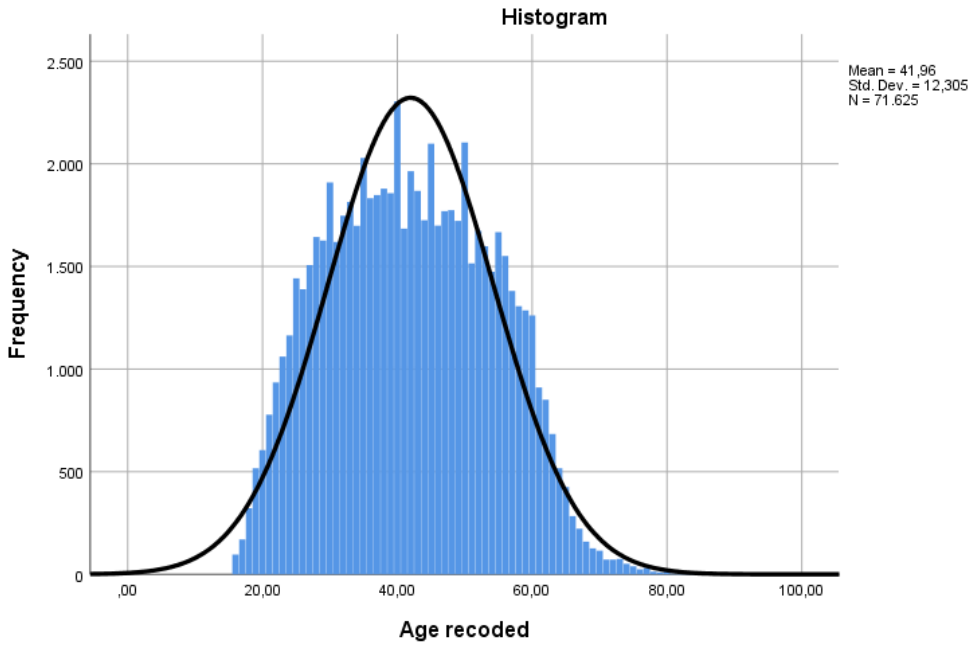


```
FREQUENCIES VARIABLES=Age_SM
  /FORMAT=NOTABLE
  /NTILES=4
  /STATISTICS=MINIMUM MAXIMUM MEAN
  /HISTOGRAM NORMAL
  /ORDER=ANALYSIS.
```

Statistics

Age_SM Age recoded

N	Valid	71625
	Missing	133
Mean		41,9613
Minimum		16,00
Maximum		88,00
Percentiles	25	32,0000
	50	42,0000
	75	52,0000



The variable solo self employed

The variable solo self-employed was created for the original variable emp_stat_it. This is already a combination variable included in the dataset. This variable was originally created for two separate questions where first the question was asked, if you were self-employed. When the answer was yes, a second question was asked, if you have employees working for you. These two question were combined in the variable to create three groups. 1: self-employed with employees 2: Solo self-employed 3: Employee. The descriptive and frequencies statistics are shown in the following tables.

```
*frequencies stat van self employed.
DATASET ACTIVATE DataSet1.
FREQUENCIES VARIABLES=emp_stat_lt
  /STATISTICS=MEAN
  /BARCHART FREQ
  /ORDER=ANALYSIS.
```

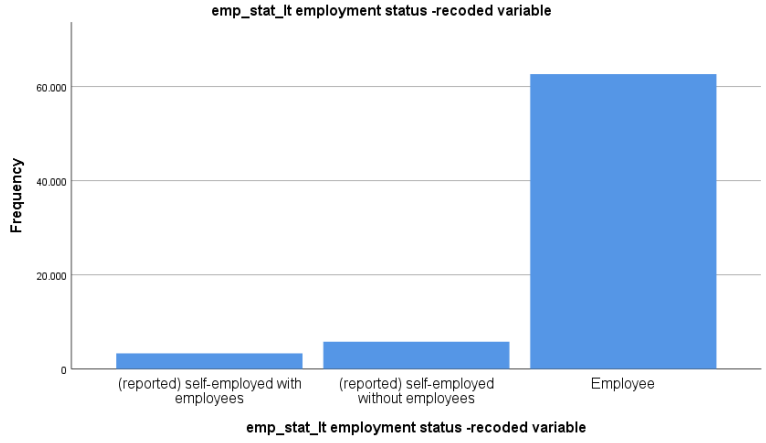
Statistics

emp_stat_lt emp_stat_lt employment status -recoded variable

N	Valid	71724
	Missing	34
Mean		2,83

emp_stat_lt emp_stat_lt employment status -recoded variable

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 (reported) self-employed with employees	3303	4,6	4,6	4,6
	2 (reported) self-employed without employees	5776	8,0	8,1	12,7
	3 Employee	62645	87,3	87,3	100,0
	Total	71724	100,0	100,0	
Missing	System	34	,0		
Total		71758	100,0		



Recoding to create the variable solo self-employed

As mentioned above the variable emp_stat_lt was already a recoded variable included in the database. This recoding included showing non-answers as system missing. For the purpose of this paper the variable does have to be recoded to a dummy where 0: Not solo self-employed and 1: Solo self-employed. This recoding also mirrors the original variable to improve the readability of the results for the interpretation. The frequency and descriptive statistics of the variable after recoding are shown following tables and figure.

```
*Recode selfemp in to solo self emp.
RECODE emp_stat_lt (3=0) (2=1) (1=0) (ELSE=Copy) INTO Solo_selfemp.
VARIABLE LABELS  Solo_selfemp 'Solo_selfemp'.
EXECUTE.
*Statistics solo self emp.
FREQUENCIES VARIABLES=Solo_selfemp
  /STATISTICS=MEAN
  /BARCHART FREQ
  /ORDER=ANALYSIS.
```

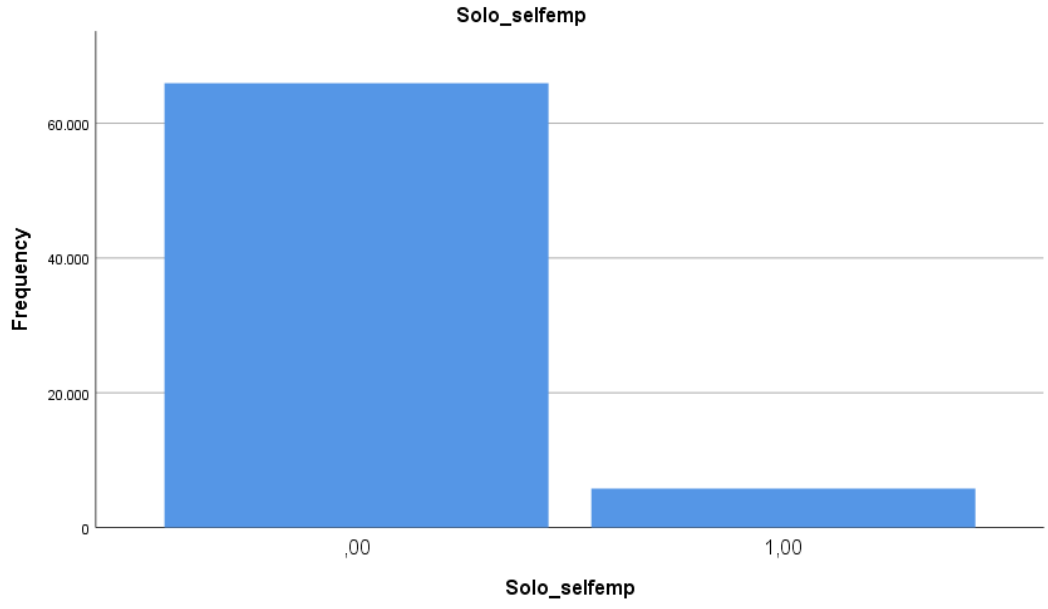
Statistics

Solo_selfemp Solo_selfemp

N	Valid	71724
	Missing	34
Mean		,0805

Solo_selfemp Solo_selfemp

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	,00	65948	91,9	91,9	91,9
	1,00	5776	8,0	8,1	100,0
	Total	71724	100,0	100,0	
Missing	System	34	,0		
Total		71758	100,0		



Creating the dummy for work-life balance

It was concluded that the variable work life balance needed to be recoded as only a binary logistic regression could be done due to the very skewed nature of the variable. This was done with the following recoding in to different variable where the value 1 and 2 are recoded to 0 and 3 and 4 to the value of 1. This results in 0 representing bad work-life balance and 1 good work-life balance. The variable remain very skewed as most people report a good work-life balance.

```
*Making dummy work life balance becasue no ordinal regression.
RECODE Work_life_balance_SM_mirror (1=0) (2=0) (3=1) (4=1) INTO
Dummy_WLB_SM_mirror.
VARIABLE LABELS  Dummy_WLB_SM_mirror 'Dummy_WLB_SM_mirror'.
EXECUTE.
*Statistics WLB dummy.
FREQUENCIES VARIABLES=Dummy_WLB_SM_mirror
  /STATISTICS=MEAN
  /BARCHART FREQ
  /ORDER=ANALYSIS.
```

Statistics

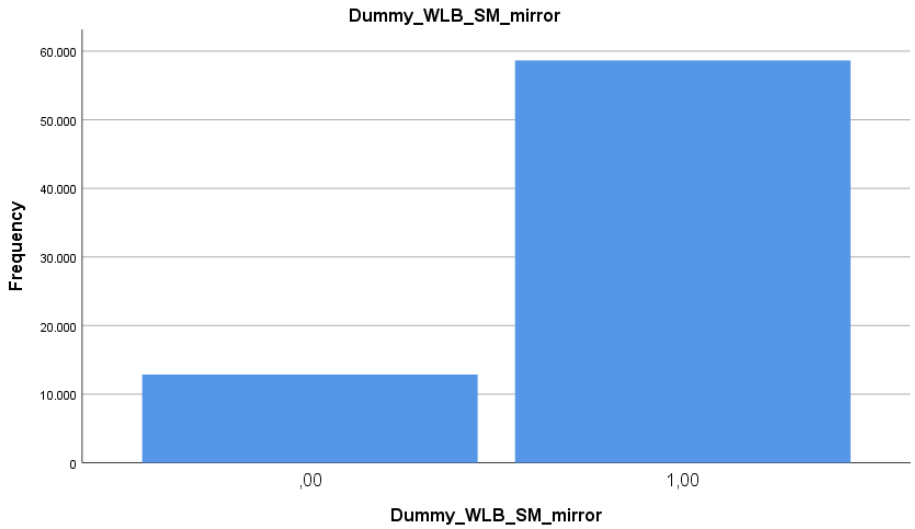
Dummy_WLB_SM_mirror

Dummy_WLB_SM_mirror

N	Valid	71499
	Missing	259
Mean		,8203

Dummy_WLB_SM_mirror Dummy_WLB_SM_mirror

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	,00	12851	17,9	18,0	18,0
	1,00	58648	81,7	82,0	100,0
	Total	71499	99,6	100,0	
Missing	System	259	,4		
Total		71758	100,0		



Recoding continuous variables to be centred.

To make sure a problems with multicollinearity stayed to a minimum and a moderation could be done in the regression analysis the continuous variables age, passion for work and useful work are centred.

```
*Centreren age.
DATASET ACTIVATE DataSet1.
COMPUTE Age_centerd_SM=Age_SM - 41.
VARIABLE LABELS  Age_centerd_SM 'Age_centerd_SM'.
EXECUTE.
*Centreren passion for work.
DATASET ACTIVATE DataSet1.
FREQUENCIES VARIABLES=Passion_for_work
  /FORMAT=NOTABLE
  /STATISTICS=MEAN
  /ORDER=ANALYSIS.
```

Statistics

Passion_for_work Passion for work

N	Valid	35778
	Missing	0
Mean		3,9751

```
COMPUTE Passion_for_work_centerd=Passion_for_work - 3.9751.
VARIABLE LABELS  Passion_for_work_centerd 'Passion_for_work_centerd'.
EXECUTE.
*centreren Usefull work eerst gemiddelde berekenen.
FREQUENCIES VARIABLES=Usefull_work_SM
  /STATISTICS=MEAN MEDIAN
  /ORDER=ANALYSIS.
```

Statistics

Usefull_work_SM Usefull work SM

N	Valid	23937
	Missing	11841
Mean		4,4287
Median		5,0000

```
COMPUTE Usefull_work_centerd=Usefull_work_SM - 4.4287.
VARIABLE LABELS  Usefull_work_centerd 'Usefull_work_centerd'.
EXECUTE.
```

Frequencies statistics of the centred variables

Statistics

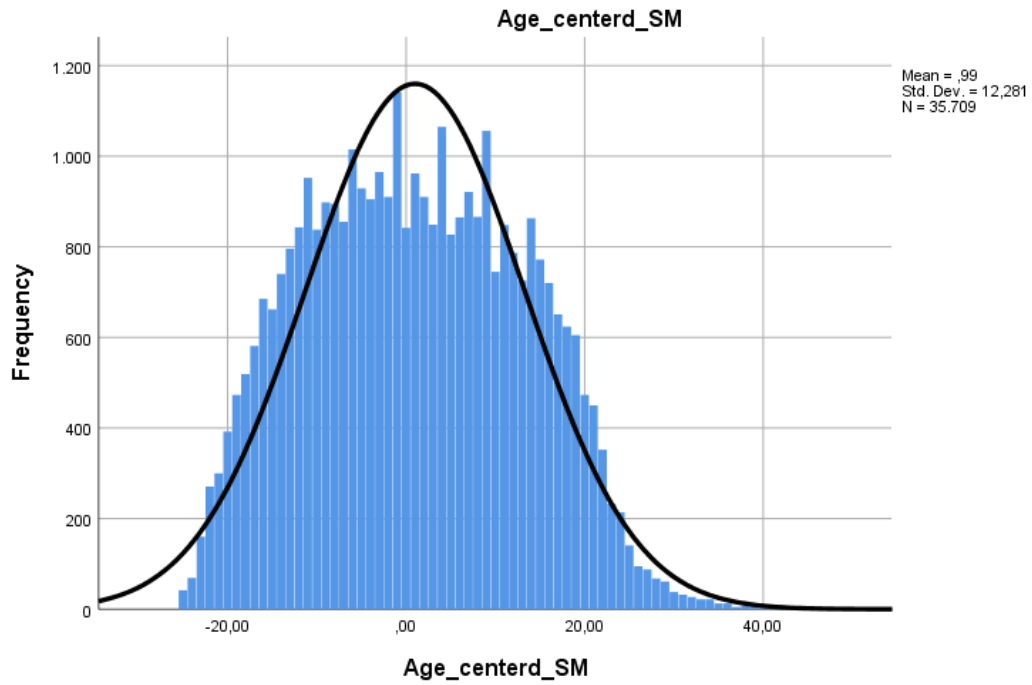
		Passion_for_work_centerd Passion_for_work_centerd	Usefull_work_centerd Usefull_work_centerd	Age_centerd_SM Age_centerd_SM
N	Valid	35778	23937	35709
	Missing	0	11841	69
Mean		,0000	,0000	,9912
Std. Deviation		,98079	,81699	12,28086
Minimum		-2,98	-3,43	-25,00
Maximum		1,02	,57	43,00

Passion_for_work_centerd Passion_for_work_centerd

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-2,98	815	2,3	2,3	2,3
	-1,98	2035	5,7	5,7	8,0
	-,98	6669	18,6	18,6	26,6
	,02	13965	39,0	39,0	65,6
	1,02	12294	34,4	34,4	100,0
	Total	35778	100,0	100,0	

Usefull_work_centerd Usefull_work_centerd

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-3,43	290	,8	1,2	1,2
	-2,43	486	1,4	2,0	3,2
	-1,43	1859	5,2	7,8	11,0
	-,43	7339	20,5	30,7	41,7
	,57	13963	39,0	58,3	100,0
	Total	23937	66,9	100,0	
Missing	System	11841	33,1		
Total		35778	100,0		



Coding the interaction variables.

In the regression analysis the moderating effect of solo self-employment is included. To create the interaction variables of passion for work and useful work with solo self-employed the following coding was done.

```
*Interactievariabele maken.
COMPUTE Passion_for_work_x_SSEMP=Passion_for_work_centerd * Solo_selfemp.
EXECUTE.

COMPUTE Usefull_work_x_SSEMP=Usefull_work_centerd * Solo_selfemp.
EXECUTE.
```

Appendix 2

The logistical regression coding

A binary logistical regression that contains 5 different blocks was done. In the first block only the control variables and the depended variable are added. In block 2 the variable passion for work is added to answer hypothesis 1. In block 3 the variable useful work is added to answer hypothesis 2. In block 4 solo self-employed is added and in block 5 the two interaction variables of useful work and passion for work are added to answer hypothesis 3. The N is 23811 because those are all the participants that have answered the questions necessary for every variable.
For the model fit the classification table, the Hosmer and Lemeshow test and other tests are added to test for the improvement and reliability of the model. For the classification table the cut off value was changed to 0.8 to reflect the skewed dependent variable. For the Hosmer and Lemeshow the contingency table has been added to the appendix to give context to the high significant values of the test.

```
*Logistische regressie.
LOGISTIC REGRESSION VARIABLES Dummy_WLB_SM_mirror
  /METHOD=ENTER Age_centerd_SM Gender_SM
  /METHOD=ENTER Passion_for_work_centerd
  /METHOD=ENTER Usefull_work_centerd
  /METHOD=ENTER Solo_selfemp
  /METHOD=ENTER Usefull_work_x_SSEMP Passion_for_work_x_SSEMP
  /PRINT=GOODFIT
  /SAVE=PRED LEVER DFBETA
  /CRITERIA=PIN(0.05) POUT(0.10) ITERATE(20) CUT(0.8).
```

The logistical regression results

Case Processing Summary

Unweighted Cases[a]		N	Percent
Selected Cases	Included in Analysis	23811	66,6
	Missing Cases	11967	33,4
	Total	35778	100,0
Unselected Cases		0	,0
Total		35778	100,0

a. If weight is in effect, see classification table for the total number of cases.

Dependent Variable Encoding

Original Value	Internal Value
,00	0
1,00	1

Classification Table[a,b]

			Predicted		
			Dummy_WLB_SM_mirror		
	Observed		Dummy_WLB_SM_mirror ,00	1,00	Percentage Correct
Step 0	Dummy_WLB_SM_mirror	,00	0	4362	,0
	Dummy_WLB_SM_mirror	1,00	0	19449	100,0
	Overall Percentage				81,7

a. Constant is included in the model.

b. The cut value is ,800

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step 0	Constant	1,495	,017	7961,763	1	,000	4,459

Variables not in the Equation

			Score	df	Sig.
Step 0	Variables	Age_centerd_SM	32,669	1	,000
		Gender recoded	21,827	1	,000
	Overall Statistics		53,107	2	,000

Block 1: Method = Enter

Omnibus Tests of Model Coefficients

		Chi-square	df	Sig.
Step 1	Step	53,229	2	,000
	Block	53,229	2	,000
	Model	53,229	2	,000

Model Summary

Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	22624,380[a]	,002	,004

a. Estimation terminated at iteration number 4 because parameter estimates changed by less than ,001.

Hosmer and Lemeshow Test

Step	Chi-square	df	Sig.
1	24,629	8	,002

Contingency Table for Hosmer and Lemeshow Test

		Dummy_WLB_SM_mirror = ,00		Dummy_WLB_SM_mirror = 1,00		
		Observed	Expected	Observed	Expected	Total
Step 1	1	436	503,633	1903	1835,367	2339
	2	517	484,299	1851	1883,701	2368
	3	513	480,845	1935	1967,155	2448
	4	451	430,578	1810	1830,422	2261
	5	452	458,261	2022	2015,739	2474
	6	442	439,215	1998	2000,785	2440
	7	452	418,750	1940	1973,250	2392
	8	397	401,097	1970	1965,903	2367
	9	344	367,692	1916	1892,308	2260
	10	358	377,630	2104	2084,370	2462

Classification Table[a]

Observed			Predicted		
			Dummy_WLB_SM_mirror		
			Dummy_WLB_SM_mirror		Percentage
			,00	1,00	Correct
Step 1	Dummy_WLB_SM_mirror	,00	950	3412	21,8
	Dummy_WLB_SM_mirror	1,00	3743	15706	80,8
	Overall Percentage				70,0

a. The cut value is ,800

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step 1[a]	Age_centerd_SM	,008	,001	31,227	1	,000	1,008
	Gender recoded	,152	,034	20,408	1	,000	1,164
	Constant	1,267	,052	598,201	1	,000	3,549

a. Variable(s) entered on step 1: Age_centerd_SM, Gender recoded.

Block 2: Method = Enter

Omnibus Tests of Model Coefficients

		Chi-square	df	Sig.
Step 1	Step	415,219	1	,000
	Block	415,219	1	,000
	Model	468,448	3	,000

Model Summary

Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	22209,161[a]	,019	,032

a. Estimation terminated at iteration number 4 because parameter estimates changed by less than ,001.

Hosmer and Lemeshow Test

Step	Chi-square	df	Sig.
1	27,107	8	,001

Contingency Table for Hosmer and Lemeshow Test

		Dummy_WLB_SM_mirror = ,00		Dummy_WLB_SM_mirror = 1,00		
		Observed	Expected	Observed	Expected	Total
Step 1	1	731	726,899	1629	1633,101	2360
	2	576	571,378	1814	1818,622	2390
	3	504	507,833	1922	1918,167	2426
	4	448	440,076	1874	1881,924	2322
	5	360	413,560	1973	1919,440	2333
	6	396	399,622	1997	1993,378	2393
	7	353	367,914	2032	2017,086	2385
	8	402	334,017	1965	2032,983	2367
	9	315	305,967	2031	2040,033	2346
	10	277	294,734	2212	2194,266	2489

Classification Table[a]

			Predicted		
			Dummy_WLB_SM_mirror		
	Observed		Dummy_WLB_SM_mirror ,00	1,00	Percentage Correct
Step 1	Dummy_WLB_SM_mirror	,00	1733	2629	39,7
	Dummy_WLB_SM_mirror	1,00	5051	14398	74,0
	Overall Percentage				67,7

a. The cut value is ,800

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step 1[a]	Age_centerd_SM	,006	,001	18,157	1	,000	1,006
	Gender recoded	,139	,034	16,701	1	,000	1,149
	Passion_for_work_centerd	,333	,016	424,316	1	,000	1,395
	Constant	1,325	,052	637,473	1	,000	3,762

a. Variable(s) entered on step 1: Passion_for_work_centerd.

Block 3: Method = Enter

Omnibus Tests of Model Coefficients

		Chi-square	df	Sig.
Step 1	Step	30,068	1	,000
	Block	30,068	1	,000
	Model	498,516	4	,000

Model Summary

Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	22179,093[a]	,021	,034

a. Estimation terminated at iteration number 4 because parameter estimates changed by less than ,001.

Hosmer and Lemeshow Test

Step	Chi-square	df	Sig.
1	28,829	8	,000

Contingency Table for Hosmer and Lemeshow Test

		Dummy_WLB_SM_mirror = ,00		Dummy_WLB_SM_mirror = 1,00		
		Observed	Expected	Observed	Expected	Total
Step 1	1	754	744,137	1628	1637,863	2382
	2	552	570,379	1827	1808,621	2379
	3	509	500,400	1881	1889,600	2390
	4	456	452,353	1929	1932,647	2385
	5	422	418,023	1939	1942,977	2361
	6	355	392,222	2015	1977,778	2370
	7	352	361,010	2013	2003,990	2365
	8	408	333,815	1973	2047,185	2381
	9	273	305,050	2093	2060,950	2366
	10	281	284,610	2151	2147,390	2432

Classification Table[a]

			Predicted		
			Dummy_WLB_SM_mirror		
	Observed		Dummy_WLB_SM_mirror ,00	1,00	Percentage Correct
Step 1	Dummy_WLB_SM_mirror	,00	1777	2585	40,7
	Dummy_WLB_SM_mirror	1,00	5151	14298	73,5
	Overall Percentage				67,5

a. The cut value is ,800

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step 1[a]	Age_centerd_SM	,005	,001	14,014	1	,000	1,005
	Gender recoded	,136	,034	15,862	1	,000	1,145
	Passion_for_work_centerd	,297	,017	290,909	1	,000	1,346
	Usefull_work_centerd	,114	,021	30,603	1	,000	1,121
	Constant	1,332	,053	643,087	1	,000	3,790

a. Variable(s) entered on step 1: Usefull_work_centerd.

Block 4: Method = Enter

Omnibus Tests of Model Coefficients

		Chi-square	df	Sig.
Step 1	Step	7,190	1	,007
	Block	7,190	1	,007
	Model	505,706	5	,000

Model Summary

Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	22171,903[a]	,021	,034

a. Estimation terminated at iteration number 4 because parameter estimates changed by less than ,001.

Hosmer and Lemeshow Test

Step	Chi-square	df	Sig.
1	24,178	8	,002

Contingency Table for Hosmer and Lemeshow Test

		Dummy_WLB_SM_mirror = ,00		Dummy_WLB_SM_mirror = 1,00		
		Observed	Expected	Observed	Expected	Total
Step 1	1	761	748,547	1629	1641,453	2390
	2	537	571,159	1845	1810,841	2382
	3	534	499,389	1846	1880,611	2380
	4	465	453,091	1924	1935,909	2389
	5	420	421,786	1970	1968,214	2390
	6	356	392,327	2024	1987,673	2380
	7	343	363,193	2037	2016,807	2380
	8	385	328,442	1957	2013,558	2342
	9	292	306,243	2091	2076,757	2383
	10	269	277,824	2126	2117,176	2395

Classification Table[a]

			Predicted		
			Dummy_WLB_SM_mirror		
	Observed		Dummy_WLB_SM_mirror ,00	1,00	Percentage Correct
Step 1	Dummy_WLB_SM_mirror	,00	1794	2568	41,1
	Dummy_WLB_SM_mirror	1,00	5178	14271	73,4
	Overall Percentage				67,5

a. The cut value is ,800

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step 1[a]	Age_centerd_SM	,005	,001	15,298	1	,000	1,005
	Gender recoded	,131	,034	14,797	1	,000	1,140
	Passion_for_work_centerd	,300	,017	295,095	1	,000	1,350
	Usefull_work_centerd	,114	,021	30,376	1	,000	1,121
	Solo_selfemp	-,167	,062	7,384	1	,007	,846
	Constant	1,353	,053	648,378	1	,000	3,867

a. Variable(s) entered on step 1: Solo_selfemp.

Block 5: Method = Enter

Omnibus Tests of Model Coefficients

		Chi-square	df	Sig.
Step 1	Step	7,941	2	,019
	Block	7,941	2	,019
	Model	513,647	7	,000

Model Summary

Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	22163,963[a]	,021	,035

a. Estimation terminated at iteration number 4 because parameter estimates changed by less than ,001.

Hosmer and Lemeshow Test

Step	Chi-square	df	Sig.
1	18,999	8	,015

Contingency Table for Hosmer and Lemeshow Test

		Dummy_WLB_SM_mirror = ,00		Dummy_WLB_SM_mirror = 1,00		
		Observed	Expected	Observed	Expected	Total
Step 1	1	752	747,668	1629	1633,332	2381
	2	552	571,840	1829	1809,160	2381
	3	534	499,269	1844	1878,731	2378
	4	447	452,368	1933	1927,632	2380
	5	431	425,099	1974	1979,901	2405
	6	369	397,199	2040	2011,801	2409
	7	338	364,000	2043	2017,000	2381
	8	388	336,294	2015	2066,706	2403
	9	287	303,116	2094	2077,884	2381
	10	264	265,147	2048	2046,853	2312

Classification Table[a]

			Predicted		
			Dummy_WLB_SM_mirror		
			Dummy_WLB_SM_mirror		Percentage
	Observed		,00	1,00	Correct
Step 1	Dummy_WLB_SM_mirror	,00	1806	2556	41,4
	Dummy_WLB_SM_mirror	1,00	5212	14237	73,2
	Overall Percentage				67,4

a. The cut value is ,800

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step 1[a]	Age_centerd_SM	,005	,001	15,178	1	,000	1,005
	Gender recoded	,132	,034	14,931	1	,000	1,141
	Passion_for_work_centerd	,300	,018	269,514	1	,000	1,350
	Usefull_work_centerd	,130	,022	36,336	1	,000	1,139
	Solo_selfemp	-,171	,061	7,731	1	,005	,843
	Usefull_work_x_SSEMP	-,196	,077	6,527	1	,011	,822
	Passion_for_work_x_SSEMP	-,008	,063	,015	1	,903	,992
	Constant	1,354	,053	648,857	1	,000	3,871

a. Variable(s) entered on step 1: Usefull_work_x_SSEMP, Passion_for_work_x_SSEMP.

Cronbach's alpha and correlation

To discuss the potential of a combined variable for intrinsic motivation out of useful work and passion for work the correlations and Cronbach's alpha were calculated. These results show that the two variables do correlate to each other they are not enough to create a relevant combined variable to represent intrinsic motivation.

```
DATASET ACTIVATE DataSet1.
RELIABILITY
  /VARIABLES=Usefull_work_centerd Passion_for_work_centerd
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /STATISTICS=CORR
  /SUMMARY=TOTAL.
```

Case Processing Summary

		N	%
Cases	Valid	23937	66,9
	Excluded[a]	11841	33,1
	Total	35778	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,542	,549	2

Inter-Item Correlation Matrix

	Usefull_work_centerd	Passion_for_work_centerd
Usefull_work_centerd	1,000	,378
Passion_for_work_centerd	,378	1,000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Usefull_work_centerd	-,0113	,970	,378	,143	.
Passion_for_work_centerd	,0000	,667	,378	,143	.

```
CROSSTABS
  /TABLES=Usefull_work_centerd BY Passion_for_work_centerd
  /FORMAT=AVALUE TABLES
  /STATISTICS=CORR
  /CELLS=COUNT
  /COUNT ROUND CELL.
```

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Usefull_work_centerd * Passion_for_work_centerd	23937	66,9%	11841	33,1%	35778	100,0%

Usefull_work_centerd Usefull_work_centerd * Passion_for_work_centerd Passion_for_work_centerd Crosstabulation

Count

		Passion_for_work_centerd Passion_for_work_centerd					
		-2,98	-1,98	-,98	,02	1,02	Total
Usefull_work_centerd	-3,43	86	47	62	40	55	290
Usefull_work_centerd	-2,43	54	152	147	77	56	486
	-1,43	99	310	771	485	194	1859
	-,43	84	415	1791	3859	1190	7339
	,57	238	482	1707	4924	6612	13963
Total		561	1406	4478	9385	8107	23937

Symmetric Measures

		Value	Asymptotic Standard Error[a]	Approximate T[b]	Approximate Significance
Interval by Interval	Pearson's R	,378	,007	63,184	,000[c]
Ordinal by Ordinal	Spearman Correlation	,377	,006	63,008	,000[c]
N of Valid Cases		23937			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

Appendix 3

For the logistic regression there is no way to test the assumption with a statistical test.

The following part of the appendix regards outliers, why they were not excluded and what would have changed if they were.

The calculated leverage score for $\frac{3p}{N}$= 0.001007937. Following this guideline would have meant excluding thousands of cases where way more that half was solo self-employed, while only 8% is solo self-employed in the wider dataset. After seeing this similarity I looked at specific cases and why they were shown as outliers. The conclusion of this was that the respondents who were seen as outliers were not any ridiculous case but were part of the smaller groups in the very skewed proportions of the variables solo self-employed, passion and useful work. The continuous variables used in this paper only have scales of 1 to 5. This makes it so that there are not real outliers that need to be excluded as every answer option and combination is a realistic scenario. It is still interesting to see what the excluding of some of the more extreme outliers changes. Because of this I looked at the difference between cases and their leverage values and concluded that around 67 the last sudden bigger decline in leverage value takes place. While excluding the 66 cases with the biggest leverage value several things changed. Most notably the previously barely significant interaction effect of useful work disappeared. The effect of the variable useful work and passion for work got smaller. As shown in the final table of block 5 of the logistic regression in appendix 2 the value before excluding outliers of the interaction variable of useful work was -,196. This decreases to -,91 when excluding the outliers. The effect was seen as significant before the exclusion of the outliers and not after.

For the appendix of the logistical regression without the outliers the contingency table for the Hosmer & Lemeshow test was not included as it did not add to the relevant information of the appendix. Also some minor changes were made to exclude irrelevant information for the variable names to create more visual clarity.

```
USE ALL.
COMPUTE filter_$=(LEV_1 < 0.0069).
VARIABLE LABELS filter_$ 'LEV_1 < 0.0069 (FILTER)'.
VALUE LABELS filter_$ 0 'Not Selected' 1 'Selected'.
FORMATS filter_$ (f1.0).
FILTER BY filter_$.
EXECUTE.
*Logistische regressie.
LOGISTIC REGRESSION VARIABLES Dummy_WLB_SM_mirror
  /METHOD=ENTER Age_centerd_SM Gender_SM
  /METHOD=ENTER Passion_for_work_centerd
  /METHOD=ENTER Usefull_work_centerd
  /METHOD=ENTER Solo_selfemp
  /METHOD=ENTER Usefull_work_x_SSEMP Passion_for_work_x_SSEMP
  /PRINT=GOODFIT
  /SAVE=PRED LEVER DFBETA
  /CRITERIA=PIN(0.05) POUT(0.10) ITERATE(20) CUT(0.8).
```

Logistic Regression without the outliers

Case Processing Summary

Unweighted Cases[a]		N	Percent
Selected Cases	Included in Analysis	23745	99,7
	Missing Cases	74	,3
	Total	23819	100,0
Unselected Cases		0	,0
Total		23819	100,0

a. If weight is in effect, see classification table for the total number of cases.

Dependent Variable Encoding

Original Value	Internal Value
,00	0
1,00	1

Block 0: Beginning Block

Classification Table[a,b]

			Predicted		
			Dummy_WLB_SM_mirror		Percentage
	Observed		,00	1,00	Correct
Step 0	Dummy_WLB_SM_mirror	,00	0	4346	,0
	Dummy_WLB_SM_mirror	1,00	0	19399	100,0
	Overall Percentage				81,7

a. Constant is included in the model.

b. The cut value is ,800

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step 0	Constant	1,496	,017	7945,846	1	,000	4,464

Variables not in the Equation

			Score	df	Sig.
Step 0	Variables	Age_centerd_SM	32,962	1	,000
		Gender recoded	21,364	1	,000
	Overall Statistics		52,915	2	,000

Block 1: Method = Enter

Omnibus Tests of Model Coefficients

		Chi-square	df	Sig.
Step 1	Step	53,036	2	,000
	Block	53,036	2	,000
	Model	53,036	2	,000

Model Summary

Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	22550,022[a]	,002	,004

a. Estimation terminated at iteration number 4 because parameter estimates changed by less than ,001.

Hosmer and Lemeshow Test

Step	Chi-square	df	Sig.
1	24,342	8	,002

Classification Table[a]

			Predicted		
			Dummy_WLB_SM_mirror		Percentage
	Observed		,00	1,00	Correct
Step 1	Dummy_WLB_SM_mirror	,00	948	3398	21,8
	Dummy_WLB_SM_mirror	1,00	3746	15653	80,7
	Overall Percentage				69,9

a. The cut value is ,800

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step 1[a]	Age_centerd_SM	,008	,001	31,496	1	,000	1,008
	Gender recoded	,151	,034	19,922	1	,000	1,163
	Constant	1,270	,052	598,919	1	,000	3,561

a. Variable(s) entered on step 1: Age_centerd_SM, Gender recoded.

Block 2: Method = Enter

Omnibus Tests of Model Coefficients

		Chi-square	df	Sig.
Step 1	Step	408,558	1	,000
	Block	408,558	1	,000
	Model	461,594	3	,000

Hosmer and Lemeshow Test

Step	Chi-square	df	Sig.
1	27,452	8	,001

Classification Table[a]

			Predicted		
			Dummy_WLB_SM_mirror		Percentage
	Observed		,00	1,00	Correct
Step 1	Dummy_WLB_SM_mirror	,00	1717	2629	39,5
	Dummy_WLB_SM_mirror	1,00	5013	14386	74,2
	Overall Percentage				67,8

a. The cut value is ,800

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step 1[a]	Age_centerd_SM	,006	,001	18,112	1	,000	1,006
	Gender recoded	,138	,034	16,524	1	,000	1,149
	Passion_for_work_centerd	,333	,016	417,351	1	,000	1,396
	Constant	1,325	,053	635,092	1	,000	3,761

a. Variable(s) entered on step 1: Passion_for_work_centerd.

Block 3: Method = Enter

Omnibus Tests of Model Coefficients

		Chi-square	df	Sig.
Step 1	Step	34,654	1	,000
	Block	34,654	1	,000
	Model	496,248	4	,000

Model Summary

Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	22106,811[a]	,021	,034

a. Estimation terminated at iteration number 4 because parameter estimates changed by less than ,001.

Hosmer and Lemeshow Test

Step	Chi-square	df	Sig.
1	30,901	8	,000

Classification Table[a]

			Predicted		
			Dummy_WLB_SM_mirror		Percentage
	Observed		,00	1,00	Correct
Step 1	Dummy_WLB_SM_mirror	,00	1781	2565	41,0
	Dummy_WLB_SM_mirror	1,00	5185	14214	73,3
	Overall Percentage				67,4

a. The cut value is ,800

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step 1[a]	Age_centerd_SM	,005	,001	13,631	1	,000	1,005
	Gender recoded	,135	,034	15,697	1	,000	1,145
	Passion_for_work_centerd	,295	,018	279,743	1	,000	1,343
	Usefull_work_centerd	,124	,021	35,289	1	,000	1,132
	Constant	1,332	,053	640,519	1	,000	3,788

a. Variable(s) entered on step 1: Usefull_work_centerd.

Block 4: Method = Enter

Omnibus Tests of Model Coefficients

		Chi-square	df	Sig.
Step 1	Step	9,507	1	,002
	Block	9,507	1	,002
	Model	505,755	5	,000

Model Summary

Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	22097,304[a]	,021	,034

a. Estimation terminated at iteration number 4 because parameter estimates changed by less than ,001.

Hosmer and Lemeshow Test

Step	Chi-square	df	Sig.
1	19,155	8	,014

Classification Table[a]

			Predicted		
			Dummy_WLB_SM_mirror		Percentage
	Observed		,00	1,00	Correct
Step 1	Dummy_WLB_SM_mirror	,00	1803	2543	41,5
	Dummy_WLB_SM_mirror	1,00	5213	14186	73,1
	Overall Percentage				67,3

a. The cut value is ,800

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step 1[a]	Age_centerd_SM	,005	,001	15,008	1	,000	1,005
	Gender recoded	,130	,034	14,539	1	,000	1,139
	Passion_for_work_centerd	,299	,018	285,714	1	,000	1,348
	Usefull_work_centerd	,125	,021	35,606	1	,000	1,133
	Solo_selfemp	-,196	,063	9,814	1	,002	,822
	Constant	1,355	,053	648,626	1	,000	3,877

a. Variable(s) entered on step 1: Solo_selfemp.

Block 5: Method = Enter

Omnibus Tests of Model Coefficients

		Chi-square	df	Sig.
Step 1	Step	1,553	2	,460
	Block	1,553	2	,460
	Model	507,309	7	,000

Model Summary

Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	22095,750[a]	,021	,034

a. Estimation terminated at iteration number 4 because parameter estimates changed by less than ,001.

Hosmer and Lemeshow Test

Step	Chi-square	df	Sig.
1	21,383	8	,006

Classification Table[a]

			Predicted		
			Dummy_WLB_SM_mirror		Percentage
	Observed		,00	1,00	Correct
Step 1	Dummy_WLB_SM_mirror	,00	1799	2547	41,4
	Dummy_WLB_SM_mirror	1,00	5203	14196	73,2
	Overall Percentage				67,4

a. The cut value is ,800

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step 1[a]	Age_centerd_SM	,005	,001	15,016	1	,000	1,005
	Gender recoded	,130	,034	14,602	1	,000	1,139
	Passion_for_work_centerd	,300	,018	269,535	1	,000	1,350
	Usefull_work_centerd	,130	,022	36,356	1	,000	1,139
	Solo_selfemp	-,190	,063	9,048	1	,003	,827
	Usefull_work_x_SSEMP	-,092	,088	1,073	1	,300	,913
	Passion_for_work_x_SSEMP	-,024	,073	,106	1	,744	,977
	Constant	1,355	,053	648,886	1	,000	3,878

a. Variable(s) entered on step 1: Usefull_work_x_SSEMP, Passion_for_work_x_SSEMP.

Appendix 4

There was no use of chat GTP or other ai programs in the making of this bachelor scripture.