

Return-to-work Motivation among Partially Disabled Individuals in the Netherlands



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Abstract

Despite the emphasis on activation in social policy, the employment rate among people with disabilities in the Netherlands is in decline. As completely disabled individuals are exempt from obligations to return to work for the duration of their disability, these activating labour market policies mainly pertain to partially disabled individuals. The dominant response in social policy has been stimulation of labour market participation of partially disabled individuals through financial incentives and behavioral control. However, financial incentives are barely effective. This study investigated to what extent autonomy, perceived competence, social support and attitudes influence return-to-work motivation of partially disabled individuals in the Netherlands. Based on several motivational theories, it was hypothesised that autonomy, perceived competence, social support would increase return-to-work motivation and that the effect of social support on return-to-work motivation would be mediated by attitudes. A quantitative analysis in the form of several multiple regression analyses and a mediation analysis were conducted to test hypotheses. The results indicate that return-to-work motivation was positively influenced by attitudes and perceived competence. Autonomy and age had a negative effect on return-to-work motivation. No evidence of a relationship between social support and return-to-work motivation was found. The findings of this study indicate that return-to-work motivation of partially disabled individuals is best predicted by attitudes toward re-integration and work, perceived competence, the degree of experienced autonomy and age. Labour market policies should aim to increase positive attitudes towards work and positive competence perception.

Keywords: *Partial disability, labour market policy, return to work, motivation.*

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Introduction

By estimate of the World Health Organization the prevalence of disability has increased with 5 to 10 percent in the past 35 years. In the Netherlands, about 1.7 million individuals experience mental or physical disabilities (Von Heijden, Van den Dool, Van Lindert, & Breedveld, 2013). Disabled individuals are more prone to social exclusion (Morris, 2001); are less socially connected and have less diverse social engagement (Law, 2002; Van Campen, & Cardol, 2009). Whereas active civic engagement and large social networks are related with higher levels of well-being and health (Van Campen, & Cardol, 2009; Heaney, & Israel, 2008; Jang, Mortimer, Haley, & Graves, 2004). Furthermore labour market participation is needed for fiscal tenability of welfare states (Van der Veen, 2016).

It is therefore hardly surprising that, after unprecedented prevalence of labour disability in the 1970s and 1980s in the Netherlands, attention to the participation of disabled individuals increased. Employers were made largely responsible for financial risks of labour disability, access to disability insurance schemes was monitored more strictly and higher obligations to re-integrate were imposed more explicitly on partially disabled individuals (Van der Veen, 2016). The Netherlands Institute for Social Research [Sociaal en Cultureel Planbureau] reported that the prevalence of labour disability had declined over the years but, despite the emphasis on activation in social policy, unemployment among disabled people had risen (Sociaal en Cultureel Planbureau, 2016).

These findings express the need to understand what moves disabled individuals to return to work. As completely disabled individuals are exempt from return to work obligations for the duration of their disability, the emphasis on labour market participation mainly pertains to partially disabled individuals. The dominant approach to increasing labour market participation of partially disabled individuals in the Netherlands is behavioral control through financial incentives and obligations (Van der Veen, 2016). However, financial

incentives insufficiently explain differences in labour market participation among partially disabled individuals (Koning & Van Sonsbeek, 2016). Research even indicates that financial incentives decrease other forms of motivation (Deci, Koestner & Ryan, 1999; Frey & Jegen, 2000; Promberger & Marteau, 2013). Deeper consideration for the return-to-work motivation of partially disabled individuals can improve labour market policy and return-to-work practice (Young, Wasiak, Roessler, McPherson, Anema & Van Poppel, 2005). However, little is known about what motivates partially disabled people to (re)enter the labour market. Van Wel, Knijn, Abma and Peeters-Bijlsma (2012) stress the absence of theoretical frameworks on this subject. Insight into determinants of return-to-work motivation can be used to create more effective interventions and policies to increase the labour market participation of partially disabled individuals. The relevance of this issue is evidenced by the declining labour market participation among partially disabled individuals in the Netherlands. The present study therefore aims to provide comprehensive insight into the determinants of return-to-work motivation of partially disabled individuals from an interdisciplinary perspective. This knowledge can be used to improve labour market policies that aim to increase the re-integration of partially disabled individuals.

Theoretical framework

Labour market participation of partially disabled individuals

During the 1970s and 1980s, prevalence of labour disability in the Netherlands reached unprecedented heights (Van der Veen, 2016). In response, labour market policies shifted away from income protection toward activation (Mascini, Soentken & Van der Veen, 2012). Pursuant to the ‘social investment approach’, combinations of human capital investment and stronger work incentives (Bonoli, 2009) are used to maximize the returns of social expenditure in the form of employment, participation and social cohesion (Van Kersbergen & Hemerijck, 2012). The dominant strategy in contemporary Dutch labour market policies is to increase the labour market participation of disabled individuals through financial incentives and obligations (Van der Veen, 2016). A distinction is made between those who have lost over 80% and those who have lost under 80% of their earning capacity (Montebovi, 2017). While the first group is exempt from return-to-work obligations for the duration of their disability, the second group - the partially disabled - increasingly faces higher and more explicit obligations to participate and return to work (Van der Veen, 2016). The issue of labour market participation of disabled individuals thus largely pertains to partially disabled individuals.

Reforms in disability insurance are often justified by the idea that the height of disability insurance provides disincentives for disabled workers with the potential to work. Disabled individuals are assumed to make rational decisions about whether to apply for disability insurance or not, based on the height of benefits, the self-estimated probability to be found eligible and the length of the waiting period (Kreider, 2005). Cutbacks in disability insurance could therefore motivate disabled workers with working capacity to work (Gokhale, 2014). Labour market policies that aim to increase the labour market participation of partially disabled individuals often rely on such financial incentives to motivate partially

disabled citizens (Vall Castelló, 2017; Van der Veen, 2016). However, financial incentives provide an insubstantial explanation for differences in labour market participation among the partially disabled (Koning & Van Sonsbeek, 2016).

Both economic and psychological research indicates that financial incentives can have detrimental effects on intrinsic motivation (Deci, Koestner & Ryan, 1999; Frey & Jegen, 2001; Promberger & Marteau, 2013), which can explain the insubstantial explanation financial incentives provide for labour market participation of partially disabled individuals. Intrinsic motivation is often regarded as the purest form of motivation by psychologists. Deci (1971) posited that some activities provide an inherent reward; the motivation for these activities is not contingent upon external rewards. Behavior can thus lead to different rewards that have different effects on motivation. If rewards are contingent upon performance, the behavior does not likely instigate intrinsic motivation (Deci, Koestner & Ryan, 1999). Financial incentives may thus crowd out intrinsic return-to-work motivation because the financial reward is contingent upon having returned to work. Vansteenkiste, Lens, Witte and Feather (2005) have found that intrinsic motivation among unemployed individuals positively affected job-search intensity whereas controlled motivation decreased job-search intensity over time.

Whilst financial incentives and other forms of control may have detrimental effects on intrinsic return-to-work motivation (henceforth referred to as RTW motivation), several factors can be identified as beneficial. These factors are discussed in the following section.

Determinants of return-to-work motivation

RTW motivation can be defined as the willingness and intention to return to work (De Rijk, Janssen, Van Lierop, Alexanderson & Nijhuis, 2009), including the willingness to engage in activities that are beneficial to returning to work (Wasiak, Young, Roessler,

McPherson, Van Poppel, & Anema, 2007). Different types of motivation produce different behavioral outcomes (Vansteenkiste et al., 2005). The type of motivation depends on the degree of internalisation. Internalisation is the process by which people adopt external values and regulations into their own regulatory system and transform them so that, eventually, they are regulated by their sense of self (Deci & Ryan, 2000). According to Deci and Ryan (2000), the degree to which a behavior is internalized, depends on its satisfaction of basic psychological needs.

Deci and Ryan (2008) argued that human beings need to experience autonomy. The sense of autonomy contributes to inherent enjoyment of activities. Thus, without experiencing freedom to choose whether or not to participate, behavior will not be inherently rewarding (Deci & Ryan, 2000). Consequently, when financial incentives or sanctions are connected to returning to work, partially disabled individuals might not feel motivated.

A second psychological need is the need to feel competent (Deci & Ryan, 2008). People are only willing to engage in behavior when they expect to achieve the desired outcomes (Feather, 1992). Ajzen (1991) argued that people need to perceive control over their behavior and to believe they can influence the outcomes with the effort they pour into an activity. Wanberg, Kanfer and Rotundo (1999) showed that self-confidence among unemployed individuals related to more intense job-search activity. Furthermore, perceived control over the outcomes of behavior moderates the relationship between the number of job-interviews and job-offers (Moynihan, Roehling, LePine and Boswell, 2003). Hence, partially disabled individuals need to feel able to return to work to be motivated.

Deci & Ryan (2000) discern a third psychological need that influences motivation: the need to be related to others. For behavior to become internalized, it must incite the sense of being connected to others. The primary reason to perform extrinsically motivated behavior is because it is encouraged, valued or modelled by significant others to whom one wants to feel

related (Deci & Ryan, 2000). Therefore, if the social context values work as an important aspect of life, one may be more motivated to return to work. Asch (1955) asserted that people feel the need to belong to their social environment. They are therefore willing to adapt their attitudes and beliefs to the norms of their social context.

Ajzen (1991) assumed that the social environment would influence individual attitudes, and both influence motivation. The influence of the social context on RTW motivation may thus be partially explained by the fact that the social context influences individual attitudes. Consecutively, this individual attitude influences RTW motivation. A social environment that is supportive of the return to work may then affect whether one thinks work is a valuable aspect of life and thus impact RTW motivation. Feather (1992) posited that attitudes affect the degree to which one is willing to make an effort. Van den Broeck, Vansteenkiste, Lens and De Witte (2010) found that unemployed individuals with positive attitudes toward work were more flexible in accepting training and unchallenging jobs. A meta-analysis by Armitage and Conner (2001) showed that perceived competence, attitudes and social norms explain a significant amount of variance in behavior. Zikic and Saks (2009) found that competence perceptions, individual attitudes and the attitude of the social environment toward job-searching predict job-search intention, which influences job-search intensity over time. A longitudinal cohort-study by Brouwer et al. (2009), suggested that positive work attitudes, a supportive social environment and a more positive perception of one's competence reduce the duration of the return to work process. Attitude toward (returning to) work and the extent to which the social environment is supportive of returning to work, are thus expected to affect this person's RTW motivation. Furthermore, social support with regard to the return to work can be expected to influence individual attitude to (the return to) work. In turn, these individual attitudes are expected to affect one's RTW motivation.

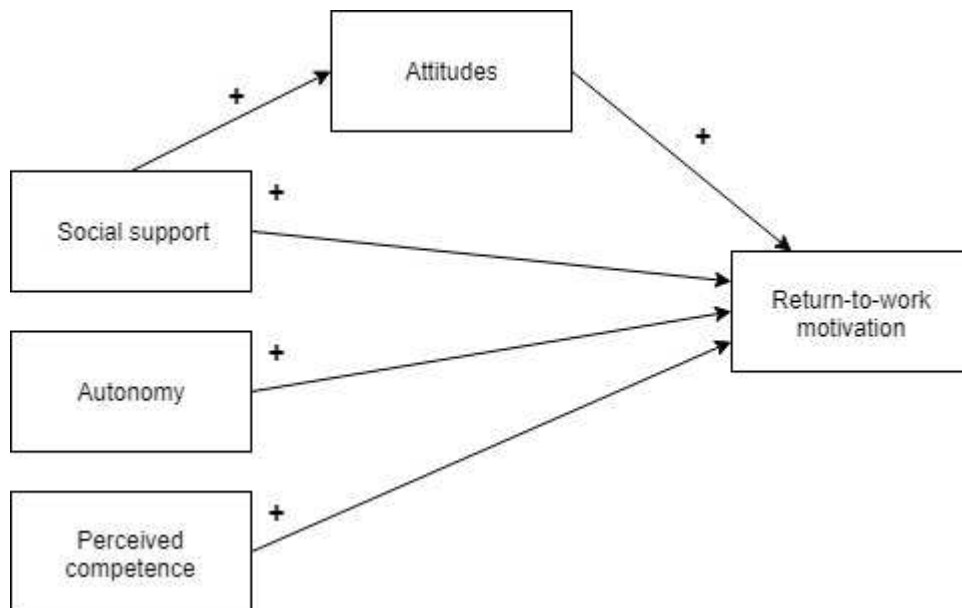
Research question

There has been increased attention for participation of people with disabilities. Labour market participation is seen as the preferable form of participation for people that are still able to work (partially). This is also the case in the Netherlands (Van der Veen, 2016). However, despite the emphasis on activation, labour market participation among partially disabled individuals declines (Sociaal en Cultureel Planbureau, 2016). Psychological and economic studies indicate that financial incentives and obligations, the preeminent strategies to stimulate labour market participation among partially disabled individuals in the Netherlands (Van der Veen, 2016), can reduce intrinsic motivation (Deci, Koestner & Ryan, 1999). Better understanding of what motivates partially disabled individuals is needed to improve policies and interventions concerning the labour market participation of partially disabled individuals. Literature indicates that RTW motivation is positively affected by experienced autonomy, perceived competence, and a supportive social environment. Additionally, it can be expected that the relationship between social support and RTW motivation can be partially explained by individual attitude toward (returning to) work. A schematic representation of the conceptualised relationships is depicted in Figure 1.

The present study aims to contribute to scientific knowledge and policies concerning the labour market participation of partially disabled individuals, by investigating what determines RTW motivation from an interdisciplinary perspective. This study will answer the following question: *to what extent is the return-to-work motivation of partially disabled individuals in the Netherlands explained by social support - mediated by attitude toward (returning to) work -, perceived competence and autonomy?*

Figure 1:

The conceptualised determinants of RTW motivation.



Hypotheses

In order to answer the research question, several subquestions need to be answered.

1. *To what extent does experienced autonomy influence the RTW motivation of partially disabled individuals in the Netherlands?*

It is hypothesised that the experience of autonomy will increase the RTW motivation of partially disabled individuals (Deci & Ryan, 2008).

2. *To what extent does perceived competence influence the RTW motivation of partially disabled individuals in the Netherlands?*

It is hypothesised that RTW motivation increases when an individual believes to be competent in returning to work (Ajzen, 1991; Feather, 1992).

3. *To what extent does a supportive social environment influence the RTW motivation of partially disabled individuals in the Netherlands?*

It is hypothesised that a supportive social environment increases the RTW motivation of partially disabled individuals (Deci & Ryan, 2000).

4. *To what extent is the relationship between social support and RTW motivation of partially disabled individuals in the Netherlands mediated by attitudes toward (returning to) work?*

It is hypothesised that the effect of social support on RTW motivation is mediated by individual attitudes toward (returning to) work (Asch, 1955; Azjen, 1991).

5. *To what extent does a positive attitude toward (returning to) work influence the RTW motivation of partially disabled individuals in the Netherlands?*

It is hypothesised that positive attitudes toward work and the return to work increase RTW motivation of partially disabled individuals (Ajzen, 1991; Feather, 1992).

Methods

Procedure and sample

This study used existing data from the ‘Partially disabled employees in the Netherlands: dealing with a double role in the Netherlands’ dataset (Van Wel, Knijn, Abma, Peeters-Bijlsma, 2009). In 2009, a survey was held among Dutch disability insurance recipients. The participants had a wage-value between 65 and 20 percent of their previous earning capacity. A sample of 3980 individuals was drawn from 11446 benefit recipients. 819 individuals responded (20,6%). 88 respondents answered the postal questionnaire. 731 individuals responded online. 772 questionnaires were suitable for analysis, 47 responses were excluded because they were incomplete. The present study only included respondents that worked less than 20 hours per week. This resulted in a sample of $n = 602$ individuals. Slightly more than half (56.1%) of the respondents were employed. On average, respondents worked 16 hours per week. The sample contained slightly more males (51.3%) than females (48.7%). The age of respondents ranged from 21 to 65 years, with a mean age of 49.8 years. Younger people are underrepresented in the sample.

Instruments

RTW motivation.

RTW motivation is measured by the ‘desire to work’ scale. The original study (Van Wel et al., 2012) conceptualized RTW motivation as a combination of desire to work, work-ethic and perceived capabilities. However, considering the literature, work-ethic and perceived capabilities are operationalised as predictors of motivation, not motivation itself. RTW motivation was conceptualized as willingness and intention to return to work and therefore operationalised with the desire to work scale (Cronbach's $\alpha = .76$). Respondents were asked to indicate the degree to which they agreed with four statements on a scale from 1 (I

completely disagree) to 5 (I completely agree). An example statement is: '*A job: I want to advance, to evolve*'. An overview of all included statements per variable is provided in annex B. The variable score was calculated by adding up the item-scores and dividing them by four. This resulted in a score between 1 and 5. All items were recoded so a high score indicated more RTW motivation.

Attitude.

Attitude toward (returning to) work was conceptualised as the degree to which one thinks of work as an important aspect of life and operationalised with the work-ethic scale (Cronbach's $\alpha=.75$). The work-ethic scale measures the degree to which being in paid employment is seen as giving meaning to life and as a moral obligation to society. Respondents were asked to indicate the degree to which they agreed with seven statements on a scale from 1 (I completely disagree) to 5 (I completely agree) about the importance of work. An example statement is '*Work should always come first, even when that means less leisure time*'. The variable score was calculated by adding up the item-scores and dividing them by seven. This resulted in a score between 1 and 5. All items were recoded so that a higher score indicated a more positive attitude toward returning to work and work itself.

Social support.

Social support was conceptualised as the degree to which the social environment is supportive of one's return to work. To operationalise this concept, from two scales in the original study (Van Wel et al., 2012) have been combined (Cronbach's $\alpha=.81$). Respondents were asked to indicate the degree to which they agreed with seven statements on a scale from 1 (I completely disagree) to 5 (I completely agree). Five items from the social support scale were used. The social support scale measures the degree to which one experiences a

supportive social environment. An example statement is *'I can ask enough people to do something for me'*. Two items of the re-integration support scale were used. The re-integration support scale measured one's knowledge of re-integration and the degree to which the social environment is supportive of the return to work. The present study only included the items concerning the degree to which the social environment is supportive of the return to work. An example statement is *'I have the feeling that I have to do everything by myself and that I do not receive enough guidance'*. The social support variable was calculated by adding up the item-scores and dividing them by seven. This resulted in a score between 1 and 5. The items: SocSup2, SocSup3, SocSup4, SocSup5 and ReSup4 were recoded so that a high score would indicate a higher level of social support.

Autonomy.

Autonomy was conceptualised as the degree to which one experiences freedom to arrange the return to work process according to one's own needs and volition. This concept was operationalised as the (lack of) experienced pressure to return to work. This could be either financial or societal pressure. Respondents were asked to indicate the degree to which they agreed with five statements on a scale from 1 (I completely disagree) to 5 (I completely agree), of which three items measure the experienced societal pressure and two items measure the experienced financial pressure to return to work (Cronbach's $\alpha=.75$). An example statement is *'I want to work, because otherwise I will not be able to make ends meet financially'*. The autonomy variable was computed by adding up the item-scores and dividing them by five. This resulted in a score between 1 and 5. A high score indicated more experienced autonomy.

Perceived competence.

Perceived competence was conceptualised as the degree to which one believes to be able to return to work. The concept was operationalised as the (lack of) obstacles one perceives in the return to work process. Respondents were asked to indicate the degree to which they agreed with nine statements on a scale from 1 (I completely disagree) to 5 (I completely agree) about the degree to which they believe to be able to return to work (Cronbach's $\alpha=.87$). Three items measured degree to which one believes to be able to work, despite their disabilities. An example statement is '*I hardly believe it is possible to combine work with my illness*'. Six items measured the degree to which one believes that employers are willing to hire them. An example statement is '*With my history of illness, I do not stand a chance on the labour market*'. The score on perceived competence was calculated by adding up the item-scores and dividing them by nine. This resulted in a score between 1 and 5. All items were recoded so that high score indicated high perceived competence.

Data analysis

The data was analysed using IBM SPSS software. First, the items were renamed (an overview of old and new names is presented in annex B). After internal validity and reliability of the variables was analysed, descriptive statistics for the created variables were computed. Then assumptions for a correlation analysis were checked. No indications of violation were found. A correlation analysis with RTW motivation, autonomous motivation, perceived competence, social support, attitude, working hours, employment, gender and age was then computed.

Working hours, employment, gender and age were included as control variables in because individual differences on these variables could influence the analysis. To investigate the

relationship between the control variables and RTW motivation, the control variables were regressed on RTW motivation.

The five subquestions in this study were tested with multiple regression analysis (MRA). MRA can be used to predict the value of one variable from several other variables to test the hypothetical relationship between these variables (Field, 2015). Assumptions for MRA were investigated, but no violations were found.

To answer the question whether feelings of autonomy would predict RTW motivation, a stepwise MRA was conducted. In the first step, the control variables were regressed on RTW motivation. In the second step, autonomy was added as an independent variable.

To answer the subquestion whether perceived competence would predict RTW motivation, a stepwise MRA was conducted. In the first step, the control variables were regressed on RTW motivation. In the second step, perceived competence was added as an independent variable.

To answer the question whether social support would predict RTW motivation, a stepwise MRA was computed. In the first step, the control variables were regressed on RTW motivation. In the second step, social support was added as an independent variable.

This analysis also provided an answer to the fourth subquestion whether the relationship between social support and RTW motivation was mediated by attitude. According to the causal steps approach (Baron & Kenny, 1986), mediation can be analysed by three subsequent regression analyses (MacKinnon, Fairchild & Fritz, 2007). In the present study, the first regression analysis - testing the relationship between social support and RTW motivation - did not provide a significant result. The subsequent analyses could therefore be omitted. Attitude was then analysed as an independent variable to answer the fifth subquestion. A stepwise MRA was computed to investigate whether attitudes toward (returning to) work would predict RTW motivation. In the first step, the control variables

were regressed on RTW motivation. In the second step, attitude was added as an independent variable. Finally, autonomous motivation, perceived competence, social support, attitude, working hours, employment, gender and age were regressed on RTW motivation to investigate which variables could best be used to predict RTW motivation among partially disabled individuals in the Netherlands.

Results

In order to investigate the determinants of RTW motivation of partially disabled individuals in the Netherlands, several multiple regression models were tested. A mediated relation was hypothesised, which was tested using the causal steps approach (Baron & Kenny, 1986). The following sections will discuss the composition of the research population regarding the variables and correlations between the variables, after which the outcomes of the MRAs will be discussed in the context of the research questions and the hypotheses.

Descriptive statistics

Several scales were constructed for the purpose of this study. The scales were computed by adding up the independent item scores on a scale from 1 to 5 and dividing them by the number of items in the scale. The descriptive statistics indicate that partially disabled individuals in the Netherlands feel more motivated to return to work than not ($M=3.34$, $SD = .76$). In general partially disabled persons feel supported by their social environment ($M = 3.60$, $SD = .67$). Partially disabled people generally do not feel controlled by external regulations, but do not feel autonomous either ($M = 3.04$, $SD = .76$). On average, partially disabled persons have a negative view on their competence in the context of working and finding a job ($M = 2.84$, $SD = .68$). They also report generally more negative than positive attitudes toward work ($M = 2.90$, $SD = .65$).

Correlations

Table 1 shows the correlation coefficients for all variables in the analysis. Three out of four hypothesized predictors of RTW motivation were significantly correlated with RTW motivation. Attitude showed the strongest correlation ($r = .59$), indicating that a positive attitude toward work correlates with a stronger RTW motivation. Autonomy followed with a

significant negative correlation ($r = -.24$), this indicates that partially disabled individuals that feel more autonomous have a lower RTW motivation. The third predictor with a significant correlation ($r = .16$) with RTW motivation was perceived competence. This indicates that partially disabled individuals that are feeling able to return to work have higher levels of RTW motivation. The correlation between RTW motivation and social support was negative but insignificant ($r = -.02$). Social support was significantly correlated with autonomy ($r = .50$) and with perceived competence ($r = .53$), whereas the correlation with attitudes was negative ($r = -.15$). This indicates that people who feel more related to others, have a higher sense of autonomy and competence but less positive attitudes toward work. Perceived competence was positively correlated with autonomy ($r = .53$), indicating that feeling competent enhances the feeling of being autonomous. Furthermore, there was a significant negative correlation between age and RTW motivation ($r = -.14$) which indicates that younger people have more motivation to return to work. Employment had a significant positive correlation with RTW motivation, indicating that employed people have more motivation to return to work than people that are already employed. The number of working hours was also significantly positively correlated ($r = .08$) with RTW motivation. The more hours respondents are working, the more inclined they become to increase the number of working hours. Number of working hours and employment were strongly correlated ($r = .91$), as could be expected.

Table 1.

Intercorrelations for RTW motivations, psychological needs and four control variables

Source	1	2	3	4	5	6	7	8
1.RTW motivation	-							
2.Autonomy	-.24**	-						
3.Perceived competence	.16**	.53**	-					
4.social support	-.02	.50**	.47**	-				
5.Attitude	.59*	-.38**	-.17**	-.15**	-			
6.number of working hours	-.08*	.17**	.40**	.21**	-.03	-		
7. Employment	-.10*	.18**	.41**	.22**	-.01	.90**	-	
8. Age	.14**	.11**	-.03	.08	.05	-.08	-.07	-
9.Gender	-.06	.17**	.13**	-.11*	-.22**	.02	-.10*	-.30**

Note. ** $p < .01$, * $p < .05$

Control variables

Several control variables were included in this study. To investigate the relationship between these control variables and RTW motivation, a MRA was conducted. The results of this analysis are presented in Table 2: model 1. Employment and the number of working hours were not significantly related to return-to-work motivation, $R^2 = .04$, Adjusted $R^2 = .03$, $F(4,543) = 5.82$, $p < .01$. According to the criteria of Cohen (1992), the control variables had a small effect size. The results of the analysis indicated that men are more motivated to return to work than women ($B = -.18$, $SE = .07$, $p < .01$). Age was also

significantly related to RTW motivation ($B = -.01$, $SE = .00$, $p < .01$), indicating that RTW motivation declines when partially disabled individuals are older.

Autonomy and return-to-work motivation

The first subquestion in this study was to what extent feelings of autonomy would influence RTW motivation among partially disabled individuals. It was hypothesized that feelings of autonomy would increase RTW motivation. To test this hypothesis, a stepwise MRA was conducted. The first step regressed the control variables on RTW motivation. Autonomy was added in the second step. The results of this analysis are presented in Table 2: model 2. The relationship between autonomy and RTW motivation was significant, $\Delta R^2 = .06$, $\Delta F(1,529) = 35.56$, $p < .01$. According to Cohen's (1992) criteria, autonomy had a small effect size. However, contradictory to the hypothesis, the relationship between autonomy and RTW motivation was negative ($\beta = -.24$). This indicates that feelings of autonomy decrease RTW motivation. The first hypothesis is therefore rejected.

Perceived competence and return-to-work motivation

The second subquestion in this study was to what extent perceived competence would influence RTW motivation among partially disabled individuals. Based on several motivational theories, it was hypothesized that perceived competence would increase RTW motivation. To test this hypothesis, a stepwise MRA was conducted. In the first step, the control variables were regressed on RTW motivation. Perceived competence was added in the second step. Perceived competence significantly predicted RTW motivation, $\Delta R^2 = .02$, $\Delta F(1,526) = 10.17$, $p < .01$. Perceived competence had a small effect size according to Cohen's (1992) criteria. The unstandardized (B) and standardized (β) regression coefficients

are presented in Table 2: model 3. The results indicated that perceived competence increased RTW motivation. The hypothesis was therefore confirmed.

Social support and return-to-work motivation

The third subquestion in this study was to what extent a supportive social environment would influence RTW among partially disabled individuals. Based on literature it was hypothesized that social support would increase return-to-work motivation. To test this hypothesis, a stepwise MRA was conducted. In the first step the control variables were regressed on RTW motivation. Social support was added in the second step. Social support was not a significant predictor for RTW motivation, $\Delta R^2 = .00$, $\Delta F(3,552) = .21$, $p > .05$. The unstandardized and standardized regression coefficients are presented in Table 2: model 4. The results indicate that social support does not affect RTW motivation. The third hypothesis is therefore rejected.

The mediated relationship of social support and return-to-work motivation

The fourth subquestion in this study was whether social support affected RTW motivation through its effect on attitudes toward work. It was hypothesized that social support would have a positive effect on attitude which, in turn, would have a positive effect on RTW motivation. According to the causal steps approach (Baron & Kenny, 1986) three subsequent regression analyses should have been computed. The first regression that would be computed is the relationship between the independent and the dependent variable, social support and RTW motivation in this case. However, the previous analysis revealed that social support does not significantly influence RTW motivation. The relationship between social support and RTW motivation is therefore not mediated by autonomy because there is no

relationship between social support and RTW motivation. Hypothesis four can therefore be rejected.

Attitudes and return-to-work motivation

The fifth hypothesis predicted that positive attitudes toward (returning to) work would increase RTW motivation. In order to test whether there was a significant positive relationship between attitude and RTW motivation, a stepwise MRA was conducted. The control variables were regressed on RTW motivation in the first step, attitude was added as an independent variable in the second step. Attitude was a significant predictor of RTW motivation, $\Delta R^2 = .37$, $\Delta F(1,533) = 336.00$, $p < .01$. The standardised and unstandardised coefficients are presented in Table 2: model 5. Attitude had a substantial effect size, according to Cohen (1992). The results of the analysis indicate that a positive attitude toward (returning to) work increases RTW motivation. Hypothesis five can therefore be confirmed.

A model of return-to-work motivation

In order to investigate which variables are best used to predict RTW motivation all independent- and control variables were regressed on RTW motivation together. The results of this analysis are presented in Table 2: model 6, $R^2 = .48$, Adjusted $R^2 = .47$, $F(8,492) = 56.56$, $p < .01$. Four variables were significantly related to RTW motivation. The relationship between RTW motivation attitude was the strongest ($\beta = .59$), followed by perceived competence ($\beta = .36$), autonomy ($\beta = -.19$) and age ($\beta = -.13$). These results indicate that RTW motivation will increase when partially disabled individuals have a more positive attitude toward (returning to) work, when they believe to be competent at returning to work and when they feel financial and societal pressure. Furthermore, RTW motivation appears to

decline as partially disabled individuals are older. The model has a substantial effect size, according to the criteria of Cohen (1992).

Table 2
Regression analyses

Model	M1				M2				M3				M4				M5				M6			
	B	SE B	β	t	B	SE B	β	t	B	SE B	β	t	B	SE B	β	t	B	SE B	β	t	B	SE B	β	t
Age	-.01	.00	-.18	-3.97	-.01	.00	-.12	-2.78**	-.02	.00	-.18	-4.15**	-.01	.00	-.16	-3.40**	-.01	.00	-.17	-4.68**	-.01	.00	-.13	-4.04**
Gender	-.18	.07	-.12	-2.71	-.10	.07	-.08	-1.58	-.20	.07	-.14	-3.02**	-.19	.07	-.13	-2.79**	.03	.05	.02	.46	.00	.05	.00	-.06
Employment	.25	.00	.17	1.68	.30	.15	.20	2.04*	.13	.15	.09	.85	.26	.15	.17	1.70	.14	.12	.09	1.14	.03	.11	.02	.29
Working hours	-.01	.01	-.08	-.81	-.01	.00	-.06	-.61	-.01	.01	-.09	-.79	-.01	.01	-.07	-.65	.00	.01	.01	.11	.00	.01	.03	-.33
Autonomy					-.24	.04	-.24	-5.59**													-.18	.04	.19	-4.39**
Perceived competence									.19	.05	.17	4.02**									.39	.05	.36	8.42**
Social support													-.02	.05	-.02	-.47					-.01	.04	.01	-.22
Attitude																	.68	.04	.61	17.51**	.64	.04	.59	16.17**
Constant	3.98	.27		14.86**	4.27	.27		15.94**	3.69	.29		12.90**	3.95	.30		13.23**	1.77	.25		7.15**	1.45	.26		5.51**
N	548				537				534				526				548				501			
R²	.04				.05				.02				.00				.35				.48			
F	6.07				37.06				19.09				5.80				312.32				56.26			

Note. ** p <.01 * p <.05

Discussion

Activating labour market policies often use financial incentives to advance the labour market participation of partially disabled individuals. However, differences in labour market participation among partially disabled individuals can not solely be explained by financial incentives. These incentives might even crowd out other forms of motivation. This study aimed to answer the question: *to what extent is the return-to-work motivation of partially disabled individuals in the Netherlands affected by social support - mediated by attitude toward re-integration -, perceived competence and autonomy?* It was expected that a supportive social environment, positive attitudes toward (returning to) work, positive competence perception and the experience of autonomy would contribute to higher RTW motivation. It was also expected that the effect of social support would be mediated by individual attitude toward returning to work.

This study shows that the RTW motivation of partially disabled individuals in the Netherlands is affected by attitude toward (returning to) work, perceived competence, the experience of autonomy. A positive attitude and positive perceptions of one's competences in regards to returning to work increase RTW motivation. In contrast to what was hypothesised, this study shows that experienced autonomy has a negative effect on RTW motivation. The experience of autonomy thus decreases the RTW motivation of partially disabled individuals. Furthermore, social support does not affect RTW motivation, this relationship is also not mediated by attitude toward returning to work. Complementary, this study shows that age affects RTW motivation. Indicating that as partially disabled people get older, their motivation to return to work declines.

Attitudes were found to be positively related to RTW motivation. This finding is in accordance to the Theory of Planned Behavior (Ajzen, 1991) and the Expectancy Value

Theory (Eccles 1983; Feather, 1992). Humphrey, Nahrgang and Morgeson (2007) found that meaningfulness is the most important mediator of job-characteristics effects on motivation for work. This indicates that valuing work as an important aspect of life is related to motivation for work. Results thus indicate that when partially disabled individuals view work as an important aspect of life, they will be more motivated to return to work.

The present study provides evidence for the notion that believing to be able to return to work influences RTW motivation. This is in line with the assumption that people with a low competence perception try to avoid demonstrating their lack of competence (Dweck & Bempechat, 1983). People that believe they are unable to return to work will try to avoid showing their lack of competence. Complementary, Berglind & Gerner (2002) showed that very few people say they do not want to return to work without mentioning other obstacles such as their own ability.

Contradictory to earlier findings and theoretical models of motivation, the present study found no relationship between social support and RTW motivation. Armitage and Conner (2001) stated that norms in the social environment are rarely ever explicit, which makes it hard to conceptualise a supportive social environment. Social support is therefore a weak predictor. Furthermore, social support was operationalised in a way that measured whether one experienced social support and whether one experienced support for the return to work. However, these two elements were not explicitly connected in the questionnaire. This may have been suboptimal operationalisation, due to the use of an existing dataset.

In contrast to the Self-Determination Theory (Deci & Ryan, 2000), a negative relationship between autonomy and RTW motivation is found. Results indicate that people who do feel financial and societal pressure are more motivated to return to work. This study thus indicates that financial incentives do not crowd out RTW motivation, as was suggested by Pomberger and Marteau (2013), but rather amplify it. However, Schwartz (2000) argued

that rational theories of choice focus too much on autonomy and self-determination and thereby neglect the influence of framing and prospect. Financial incentives were measured with statements that indicated that returning to work would produce financial gain. Prospect theory (Mishra, Gregson & Lalumiere, 2012) suggests that people respond differently to risk when facing loss as opposed to facing gains. Partially disabled individuals might thus be motivated to return to work by the prospect of financial gain, but respond differently to the prospect of financial loss.

Limitations

The data used in this study was gathered in 2009, which means that the data is relatively old. Moreover, labour market policies concerning partially disabled individuals in the Netherlands have changed. Because the policy context may have influenced the data, the findings of this study must be interpreted carefully. However, the study does provide insight into the predictors of RTW motivation of partially disabled individuals in the Netherlands in the context of 2009. Because research on the determinants of RTW motivation of partially disabled individuals is scarce, this study is still relevant.

The data in this study has been gathered solely among Dutch citizens. Findings of this study must be interpreted carefully when translated to different cultural contexts. Furthermore, the mean age in the sample was higher than the mean age of the Dutch working population in 2009 (CBS, 2018). This could have influenced the results. The effect of age on motivation, for instance, may be different among younger partially disabled individuals. Another limitation due to the existing data is that operational possibilities were limited. The operationalisation of social support was suboptimal.

Scientific implications

The present study provides relevant insight into the predictors of RTW motivation of partially disabled individuals. This insight is needed to better understand the return-to-work process among partially disabled individuals and how this process is affected by labour market policy. Findings in this study indicate that control, in the form of financial incentives, can promote RTW motivation. However, complementary research is needed to investigate the effect of framing and prospect have on this issue.

This study contrasted earlier findings that suggest that social support promotes RTW motivation. This may have been caused by the operationalisation of the social support variable. Future research should investigate to which extent having a social environment that is supportive of the return to work affects individual RTW motivation.

Practical implications

The present study has contributed to a better understanding of the return to work process of partially disabled individuals. This study shows that several factors contribute to the RTW motivation of partially disabled individuals. Findings imply that policymakers should take individual attitudes, social and financial pressure, competence perception and age into account when designing instruments to promote the labour market participation of partially disabled individuals.

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Annex A – Syntax

renaming variables

```
RECODE gezstl gezsto gezstq gezstu gezstad werkenai werkenb gezstj gezstz werkeny
werkens werkenad
    werkenah werkenx werkenab werkenac werkenm werkenak werkenu werkenw werkenc
werkenf werkeng werkeni
    werkenn werkene werkenl werkenan werkenj werkenae werkenaj werkenam (1=1) (2=2)
(3=3) (4=4) (5=5)
    (ELSE=SYSMIS) INTO SocSup1 SocSup2 SocSup3 SocSup4 SocSup5 ReSup4 ReSup6
minaut1 minaut2 minaut3
    FinInc2 FinInc3 PerCom1 PerCom2 PerCom3 PerCom5 PerCom4 PerCom6 PerCom7
PerCom8 PerCom9 Att1 Att2
    Att3 Att4 Att5 Att6 Att7 DesWor1 DesWor2 DesWor3 DesWor4.
EXECUTE.
```

Recoding uurnorm in order to include non-working participants

```
RECODE uurnorm (1=1) (2=2) (3=3) (4=4) (5=5) (6=6) (7=7) (8=8) (9=9) (10=10) (11=11)
(12=12)
    (13=13) (14=14) (15=15) (16=16) (17=17) (18=18) (19=19) (20=20) (21=21) (22=22)
(23=23) (24=24)
    (25=25) (26=26) (27=27) (28=28) (29=29) (30=30) (31=31) (32=32) (33=33) (34=34)
(35=35) (36=36)
    (37=37) (38=38) (39=39) (40=40) (41=41) (42=42) (43=43) (44=44) (ELSE=0) INTO
Ruurnorm.
```

Recoding of items to indicate higher score on variable

```
RECODE SocSup2 SocSup3 SocSup4 SocSup5 ReSup4 DesWor1 DesWor2 DesWor3
DesWor4 Att1
    Att2 Att3 Att4 Att5 Att6 Att7 (1=5) (2=4) (3=3) (4=2) (5=1).
EXECUTE.
```

Inclusion criterion for the study

```
USE ALL.
COMPUTE filter_$=(Ruurnorm <= 20).
VARIABLE LABELS filter_$ 'Ruurnor <= 20 (FILTER)'.
VALUE LABELS filter_$ 0 'Not Selected' 1 'Selected'.
FORMATS filter_$ (f1.0).
FILTER BY filter_$.
EXECUTE.
```

* PCA for social support scale*

```
FACTOR
/VARIABLES SocSup1 SocSup2 SocSup3 SocSup4 SocSup5 ReSup4 ReSup6
```

```
/MISSING LISTWISE
/ANALYSIS SocSup1 SocSup2 SocSup3 SocSup4 SocSup5 ReSup4 ReSup6
/PRINT INITIAL CORRELATION KMO EXTRACTION
/FORMAT BLANK(.10)
/PLOT EIGEN
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
```

Reliability analysis for social support scale

RELIABILITY

```
/VARIABLES=SocSup1 SocSup2 SocSup3 SocSup4 SocSup5 ReSup4 ReSup6
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=CORR
/SUMMARY=TOTAL.
```

PCA for autonomy scale

FACTOR

```
/VARIABLES minaut1 minaut2 minaut3 FinInc2 FinInc3
/MISSING LISTWISE
/ANALYSIS minaut1 minaut2 minaut3 FinInc2 FinInc3
/PRINT INITIAL EXTRACTION
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
```

Reliability analysis for autonomy scale

RELIABILITY

```
/VARIABLES=minaut1 minaut2 minaut3 FinInc2 FinInc3
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.
```

PCA for perceived competence scale

FACTOR

```
/VARIABLES PerCom1 PerCom2 PerCom3 PerCom4 PerCom5 PerCom6 PerCom7
PerCom8 PerCom9
/MISSING LISTWISE
/ANALYSIS PerCom1 PerCom2 PerCom3 PerCom4 PerCom5 PerCom6 PerCom7
PerCom8 PerCom9
/PRINT INITIAL CORRELATION KMO EXTRACTION
/FORMAT BLANK(.10)
/PLOT EIGEN
```

```
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
```

Reliability analysis for perceived competence scale

RELIABILITY

```
/VARIABLES=PerCom1 PerCom2 PerCom3 PerCom4 PerCom5 PerCom6 PerCom7
PerCom8 PerCom9
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=CORR
/SUMMARY=TOTAL.
```

PCA for RTW motivation scale

FACTOR

```
/VARIABLES DesWor1 DesWor2 DesWor3 DesWor4
/MISSING LISTWISE
/ANALYSIS DesWor1 DesWor2 DesWor3 DesWor4
/PRINT INITIAL CORRELATION KMO EXTRACTION
/FORMAT BLANK(.10)
/PLOT EIGEN
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
/METHOD=CORRELATION.
```

Reliability analysis for RTW motivation scale

RELIABILITY

```
/VARIABLES=DesWor1 DesWor2 DesWor3 DesWor4
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=CORR
/SUMMARY=TOTAL.
```

PCA for attitude scale

FACTOR

```
/VARIABLES Att1 Att2 Att3 Att4 Att5 Att6 Att7
/MISSING LISTWISE
/ANALYSIS Att1 Att2 Att3 Att4 Att5 Att6 Att7
/PRINT INITIAL CORRELATION KMO EXTRACTION
/FORMAT BLANK(.10)
/PLOT EIGEN
/CRITERIA MINEIGEN(1) ITERATE(25)
/EXTRACTION PC
/ROTATION NOROTATE
```

/METHOD=CORRELATION.

Reliability analysis for attitude scale

RELIABILITY

/VARIABLES=Att1 Att2 Att3 Att4 Att5 Att6 Att7

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/STATISTICS=CORR

/SUMMARY=TOTAL.

Computing variables

COMPUTE Relat=(SocSup1 + SocSup2 + SocSup3 + SocSup4 + SocSup5 + ReSup4 + ReSup6)/7.

EXECUTE.

COMPUTE Auton=(minaut1 + minaut2 + minaut3 + FinInc2 + FinInc3)/5.

EXECUTE.

COMPUTE RTWmot=(DesWor1 + DesWor2 + DesWor3 + DesWor4)/4.

EXECUTE.

COMPUTE PerCom=(PerCom1 + PerCom2 + PerCom3 + PerCom4 + Percom5 + PerCom6 + + PerCom8 + PerCom9)/9.

EXECUTE.

COMPUTE Attitu=(Att1 + Att2 + Att3 + Att4 + Att5 + Att6 + Att7)/7.

EXECUTE.

*Descriptives: age, gender, working, hours of work

DESCRIPTIVES VARIABLES=leef uurnorm

/STATISTICS=MEAN STDDEV MIN MAX.

FREQUENCIES VARIABLES=geslacht werknu

/ORDER=ANALYSIS.

DESCRIPTIVES VARIABLES=Relat Auton RTWmot PerCom Attitu Ruurnorm

/STATISTICS=MEAN STDDEV MIN MAX.

Checking assumptions for correlations

EXAMINE VARIABLES=werknu Ruurnorm Relat Auton PerCom RTWmot Attitu leef
geslacht

/PLOT BOXPLOT STEMLEAF

/COMPARE VARIABLES

/STATISTICS DESCRIPTIVES

/CINTERVAL 95

/MISSING LISTWISE

/NOTOTAL.

*Stem and Leaf, Normal Q-Q and Detrended Q-Q plots indicated normality

Correlation analysis

CORRELATIONS

/VARIABLES=RTWmot Auton PerCom Relat Attitu Ruurnorm werknu leef geslacht

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

* checking assumptions for MRA with control variables

EXAMINE VARIABLES=RTWmot Ruurnorm werknu leef geslacht

/PLOT BOXPLOT STEMLEAF NPLOT

/COMPARE VARIABLES

/STATISTICS NONE

/CINTERVAL 95

/MISSING LISTWISE

/NOTOTAL.

*multiple regression analysis with control variables

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL CHANGE ZPP

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT RTWmot

/METHOD=ENTER Ruurnorm werknu leef geslacht

/SCATTERPLOT=(*ZRESID ,*ZPRED)

/RESIDUALS NORMPROB(ZRESID)

/SAVE MAHAL COOK LEVER ZRESID DFBETA.

*Checking assumptions for regression between RTW motivation and autonomy

EXAMINE VARIABLES=RTWmot BY Ruurnorm werknu geslacht leef Auton

/PLOT BOXPLOT STEMLEAF

/COMPARE GROUPS

/STATISTICS DESCRIPTIVES

/CINTERVAL 95

/MISSING LISTWISE

/NOTOTAL.

*MRA with age, gender and autonomy.

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE ZPP

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN


```

/DEPENDENT RTWmot
/METHOD=ENTER geslacht leef Ruurnorm werknu
/METHOD=ENTER geslacht leef Ruurnorm werknu Auton
/SCATTERPLOT=(*ZRESID ,*ZPRED)
/RESIDUALS NORMPROB(ZRESID)
/SAVE MAHAL COOK LEVER ZRESID DFBETA.

```

*Checking assumptions for the regression of RTW motivation and Perceived competence

```

EXAMINE VARIABLES=RTWmot BY Ruurnorm werknu geslacht leef PerCom
/PLOT BOXPLOT STEMLEAF
/COMPARE GROUPS
/STATISTICS DESCRIPTIVES
/CINTERVAL 95
/MISSING LISTWISE
/NOTOTAL.

```

* outliers are detected but not higher than 1 unit, thus still included in analysis

```

REGRESSION
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE ZPP
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT RTWmot
/METHOD=ENTER geslacht leef Ruurnorm werknu
/METHOD=ENTER geslacht leef Ruurnorm werknu PerCom
/SCATTERPLOT=(*ZRESID ,*ZPRED)
/RESIDUALS NORMPROB(ZRESID)
/SAVE MAHAL COOK LEVER ZRESID DFBETA.

```

*Checking assumptions for regression of Relatedness and RTW motivation

```

EXAMINE VARIABLES=RTWmot BY geslacht leef Ruurnorm werknu Relat
/PLOT BOXPLOT STEMLEAF
/COMPARE GROUPS
/STATISTICS DESCRIPTIVES
/CINTERVAL 95
/MISSING LISTWISE
/NOTOTAL.

```

*Both variables show several outliers.

*Allen, Bennett and Heritage (2014) suggest changing the outlier scores to 1 unit higher than the largest non-outlier.

*However, all outliers fall within this range.

*They are therefore not excluded from analysis or changed.

```

REGRESSION
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE ZPP

```

```

/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT RTWmot
/METHOD=ENTER geslacht leef Ruurnorm werknu
/METHOD=ENTER geslacht leef Ruurnorm werknu Relat
/SCATTERPLOT=(*ZRESID ,*ZPRED)
/RESIDUALS NORMPROB(ZRESID)
/SAVE MAHAL COOK LEVER ZRESID DFBETA.

```

*checking assumptions for the regression with attitudes and RTW motivation

```

EXAMINE VARIABLES=RTWmot BY geslacht leef Ruurnorm werknu Attitu
/PLOT BOXPLOT STEMLEAF
/COMPARE GROUPS
/STATISTICS DESCRIPTIVES
/CINTERVAL 95
/MISSING LISTWISE
/NOTOTAL.

```

* Outliers are detected, but not above 1 unit higher than the highest non-outlier, therefore included in the analysis.

```

REGRESSION
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE ZPP
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT RTWmot
/METHOD=ENTER geslacht leef Ruurnorm werknu
/METHOD=ENTER geslacht leef Ruurnorm werknu Attitu
/SCATTERPLOT=(*ZRESID ,*ZPRED)
/RESIDUALS NORMPROB(ZRESID)
/SAVE MAHAL COOK LEVER ZRESID DFBETA.

```

*Checking assumptions for stepwise regression analysis

```

REGRESSION
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE ZPP
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT RTWmot
/METHOD=STEPWISE Relat Auton PerCom Attitu Ruurnorm werknu geslacht leef
/SCATTERPLOT=(*ZRESID ,*ZPRED)
/RESIDUALS NORMPROB(ZRESID)
/SAVE MAHAL COOK LEVER ZRESID DFBETA.

```

*Outliers are detected but are within 1 unit range of highest/lowest non-outlier score thus not removed from analysis.

*Regression analysis is computed.

REGRESSION

```
/MISSING LISTWISE  
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE ZPP  
/CRITERIA=PIN(.05) POUT(.10)  
/NOORIGIN  
/DEPENDENT RTWmot  
/METHOD=STEPWISE Relat Auton PerCom Attitu Ruurnorm werknu geslacht leef  
/SCATTERPLOT=(*ZRESID ,*ZPRED)  
/RESIDUALS NORMPROB(ZRESID)  
/SAVE MAHAL COOK LEVER ZRESID DFBETA.
```

*Two cases have std. residuals higher than 3 and are removed from analysis (case# 258 & 456), analysis is computed again.

REGRESSION

```
/MISSING LISTWISE  
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE ZPP  
/CRITERIA=PIN(.05) POUT(.10)  
/NOORIGIN  
/DEPENDENT RTWmot  
/METHOD=STEPWISE Relat Auton PerCom Attitu Ruurnorm werknu geslacht leef  
/SCATTERPLOT=(*ZRESID ,*ZPRED)  
/RESIDUALS NORMPROB(ZRESID)  
/SAVE MAHAL COOK LEVER ZRESID DFBETA.
```

*Supplementary analysis: logistic regression.

*Results do not indicate different findings than the linear regression analyses

```
RECODE RTWmot (4.75=1) (4.5=1) (4.25=1) (4.00=1) (5.00=1) (3.75=1) (3.50=1) (3.25=1)  
(3.00=1)  
(2.75=1) (2.5=0) (2.25=0) (2.00=0) (1.75=0) (1.5=0) (1.25=0) (1.00=0) (0.75=0) (0.50=0)  
(0.25=0)  
(0=0) INTO DIRTW.  
VARIABLE LABELS DIRTW 'wel/geen motivatie'.  
EXECUTE.
```

LOGISTIC REGRESSION VARIABLES DIRTW

```
/METHOD=ENTER Relat LnRelat*Relat  
/METHOD=ENTER Attitu Attitu*LnAttitu  
/CRITERIA=PIN(.05) POUT(.10) ITERATE(20) CUT(.5).
```

Annex B - Items

Original	Rename	Statement
Social support		
gezstl	SocSup1	Ik heb weinig aanspraak
gezsto	SocSup2	Ik kan genoeg mensen vragen iets voor mij te doen
gestq	SocSup3	Met voldoende mensen voel ik mij nauw verbonden
gezstu	SocSup4	Ik heb genoeg sociale contacten
gestad	SocSup5	In tijden van nood kan ik altijd wel op iemand uit mijn omgeving een beroep doen
werkenai	ReSup4	Als het gaat om fricties rond gezondheid en werken, kan ik op voldoende professionele steun rekenen
werkenb	ReSup6	Ik weet eigenlijk niet wat voor hulp ik kan krijgen en waar ik die moet zoeken.
Autonomy		
gezstj	minaut1	In de maatschappij tel ik niet mee; ik sta aan de kant
gezstz	minaut2	De maatschappij accepteert me niet echt
werkeny	minaut3	Je wordt alleen maar vol vol aangezien als je werkt
werkens	FinInc2	Ik wil werken om niet de centen te hoeven omkeren
werkenad	FinInc3	Ik wil werken, anders red ik het financieel niet

Perceived competence		
werkenah	PerCom 1	Werken en ziek zijn: dat houd ik amper vol
werkenx	PerCom 2	Ik zie nauwelijks kans om werken met mijn ziek zijn te combineren
werkenab	PerCom 3	Als het om een betaalde baan gaat, voel ik me bijna nergens geschikt voor
werkenac	PerCom 4	Met mijn achtergrond vind ik nooit een leuke baan
werkenm	PerCom 5	Met mijn ziektegeschiedenis maak ik nooit een kans op de arbeidsmarkt
werkenak	PerCom 6	Vanwege de beperkingen door mijn ziekte zien werkgevers mij liever gaan dan komen
werkenu	PerCom 7	In de werksfeer wordt te weinig rekening gehouden met mijn ziekte en beperkingen
werkenw	PerCom 8	Ik kan alleen maar vervelend en slecht betaald werk krijgen
werkenc	PerCom 9	Ik heb een 'vlekje', werkgevers willen mij niet
Attitude		

werkenf	Att1	Je werk is het belangrijkste in je leven
werkeng	Att2	Zonder betaald werk voel ik me waardeloos, stel ik niks voor
werkeni	Att3	Helemaal opgaan in je werk, dat is het mooiste wat er is
werkenn	Att4	Om je talenten volledig te ontwikkelen, heb je een baan nodig
werkene	Att5	Werken is een plicht tegenover de maatschappij
werkenl	Att6	Werk zou altijd op de eerste plaats moeten staan, ook al betekent dat minder vrije tijd
werkenan	Att7	Het is vernederend om geld te ontvangen zonder daarvoor te moeten werken
RTW motivation		
werkenj	DesWor 1	Een baan.. daar doe ik alles voor
werkenae	DesWor 2	Een baan.. dat wil ik boven alles
werkenaj	DesWor 3	Een baan: ik wil me vooruit, me ontplooien!
werkena m	DesWor 4	Ik ben een doorzetter en wil werken