# The relationship between employment status and job burnout in women: a contradiction between effort-reward imbalance and work-family imbalance.

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**ABSTRACT.**

**Background.** Job burnout is a huge mental health problem, often perceived as gender-neutral. However, this gender-neutral view is inconsistent, meaning that the causes of job burnout are probably different for women. Inconsistent evidence exists regarding the relationship between employment status and job burnout in women. According to the role-strain theory, part-time work alleviates job burnout in women, because work-family imbalance decreases when time and energy are allocated in a manageable way. However, mixed results are found in this relationship. Moreover, the effort-reward model postulates that a discrepancy between efforts and rewards at work induces job burnout in women. This might mean that not only employment status induces job burnout in women. The following research question is formulated: *What is the role of effort-reward imbalance and work-family imbalance in explaining the relationship between employment status and job burnout in women?*

**Methods.** This study had a quantitative research approach and used data from the European Working Conditions Survey (EWCS-2015). After deleting participants due to exclusion criteria, a sample size of 3590 women remained living in the Netherlands, Germany, Belgium, Austria and the United Kingdom.

**Results.** The results of this study showed first of all that full-time work was associated with job burnout in women. Second, effort-reward imbalance was associated with job burnout in women. Third, work-family imbalance was associated with job burnout in women. Fourth, work-family imbalance mediated the relation between full-time work and job burnout in women.

**Conclusion.** This research has contributed to the inconsistent results of employment status on job burnout in women. This study showed that in line with the role-strain theory, women who work full-time experienced more job burnout as compared to women working

part-time, especially due to the experience of a work-family imbalance. Policies should therefore focus on decreasing job burnout in women who work full-time.

## Introduction

Job burnout is perceived as a huge mental health problem, causing problems in organizational-related behaviours and interpersonal behaviours (Aldossari & Chaudhry, 2020). For example, it causes anxiety and physical exhaustion (Leiter, 1991), a loss of engagement (Schaufeli & Bakker, 2004) and drug and alcohol abuse that has spillover effects at societal levels (Burke & Deszca, 1986). Job burnout arises when a person experiences prolonged tenderness to stress at their occupation (Lubbadeh 2020). The core dimensions of job burnout are cynicism, professional inefficacy and exhaustion (Maslach & Jackson, 1981). Cynicism refers to a distant attitude towards work, professional inefficacy refers to feelings of ineffectiveness at work, and exhaustion refers to feelings of depletion that decreases the ability to work in an effective manner (Lubbadeh, 2020; Maslach & Jackson, 1981; Morgan et al., 2014).

Research points out that burnout is gender-neutral, meaning that too little attention is given to the differentials between male and female experiences in burnout (Aldossari & Chaudhry, 2020; Pretty et al., 1992). However, this gender-neutral view is surprising because in the Netherlands more women suffer from burnout in comparison to men (18% versus 16%) (CBS Statline, 2019), while the known factors that cause burnout (i.e., high work pressure) are often more prone in men than in women (Otten, 1997; Lautenbach, 2006). This means that the causes of job burnout are probably different for women and need to be investigated.

One reason that working women suffer from job burnout could be that they are still occupied with more housework and parenting tasks than their partners (Yerkes et al., 2020). Moreover, this means that the combination of work and family responsibilities is highly challenging due to a clash between parenting and work demands (Bianchi & Milkie, 2010).

This clash, which is called work-family imbalance, has been significantly associated with burnout in women (Anderson, 2002; Blanch & Aluja, 2012; Rupert et al., 2009). It is believed that women that work part-time experience less burnout in comparison to women working full-time due to the assumption that part-time work is associated with less work-family imbalance (Higgins et al., 2000; Van Rijswijk et al., 2004). Therefore, many employers offer the option to work part-time (Den Dulk et al., 2012). However, inconsistent evidence is found in research regarding the relationship between work-family policies (also reduced work hours) and work-family imbalance. All possible effects, meaning positive, negative and none, are found within this relation (Beauregard & Henry, 2009; Beham et al., 2012; Kelly et al., 2008; Van Breeschoten & Evertsson, 2019). Due to these mixed results, it is not certain how part-time work relates to burnout in women.

Interestingly, other studies about the influence of employment status on burnout reported that the level of burnout did not differ in either part-time- or full-time workers (Seibt & Kreuzfeld, 2021; Unterbrink et al., 2007). This indicates that employment status might not be the only factor explaining job burnout in women. The effort-reward model can possibly explain these inconsistent results. This model postulates that a discrepancy between efforts and rewards obtained from work can lead to burnout. This means that this discrepancy might explain job burnout in women. Due to these inconsistent results, new research on the influence of employment status on job burnout in women is needed. Thus, The following research question is formulated: *What is the role of effort-reward imbalance and work-family imbalance in explaining the relationship between employment status and job burnout in women?*

**Theoretical approach**

Two theories will be used in order to explain the relationship between employment status and job burnout in women. First of all, the role strain theory. The founder of this theory

confirms that institutions consist of role relations. These role relations determine the social structure and social action of people through 'role strain' which indicates the feeling that it is difficult to fulfil multiple role obligations (Goode, 1960). Work-life imbalance has often been linked to the role strain theory, suggesting that the obligations from work and family roles clash through limited energy and time resources (Grönlund, 2007). Moreover, this theory posits that someone can reduce role strain by making the right choices in how to allocate their time and energy in such a way that the roles they possess become manageable (Goode, 1960). In terms of this study, women who work full-time will be associated with more work-family imbalance in comparison to women who work part-time. As stated before, work-life imbalance is positively associated with burnout (Anderson, 2002; Rupert et al., 2009). Moreover, this theory clarifies the reason that policies of the Netherlands, Austria, Belgium, Germany, and the United Kingdom are in favour of women working part-time (Buddelmeyer et al., 2004). As a consequence, the majority of women in these countries work part-time (Buddelmeyer et al., 2004).

However, the effort-reward model might explain the inconsistent findings. This model claims that adverse health and stress risks occur if a person experiences a discrepancy between gains and costs (i.e., high effort, low rewards). In this model, effort at work signifies demands and obligations which are part of a contract that is based on social reciprocity, whereas reward signifies the resources gained from this contract, for instance money and self-esteem (Siegrist et al., 2004). For example, an effort-reward imbalance may exist when one has to deliver qualitative work (effort), but thinks that he or she does not receive enough money in return (reward). This experienced imbalance creates negative emotions, such as disappointment, and in turn this leads to strain reactions (Siegrist et al., 2004). Effort-reward imbalance has been associated with burnout (Bakker et al., 2000; Unterbrink et al., 2007).

To make the two theories clearer in terms of the relationship between employment

status and job burnout, an example will be drawn. According to the role strain theory, women who work full-time will experience more job burnout due to clashing roles (i.e., work-family imbalance) in comparison to women who work part-time (i.e., work-family balance). Moreover, women who work full-time will experience job burnout due to work-family imbalance. On the other hand, I assume that according to the effort-reward model work hours do not matter in terms of burnout, but the imbalance between efforts and rewards is what induces burnout in women. This means that if a woman works part-time but does not receive enough rewards, she will experience the same amount of job burnout as women who work full-time in the same situation. Thus, it is expected that the relationship between full-time work and job burnout decreases when a woman experiences an effort-reward imbalance. The conflicting hypotheses are depicted in Table 1.

| **Hypotheses effort-reward model** | **Hypotheses role-strain theory** |
|---|---|
| *H1 a. Women who work full-time will experience the same amount of job burnout complaints as women who work part-time.* | *H1 b. Women who work full-time will experience more job burnout complaints as women who work part-time.* |
| *H2 a. Women who experience an effort-reward imbalance will experience more job burnout complaints.* | *H2 b. Women who experience a work-family imbalance will experience more job burnout complaints.* |
| *H3. The relationship between full-time work and job burnout in women will be weakened by an effort-reward imbalance.* | *H4. The relationship between full-time work and job burnout in women will be explained by a work-family imbalance.* |

*Table 1. Hypotheses effort-reward model and role-strain theory.*

The theoretical models are drawn in *Figure 1 (Effort-reward model)* and *Figure 2 (Role-strain theory).* The plus signifies a positive relationship, and the minus signifies a negative relationship.

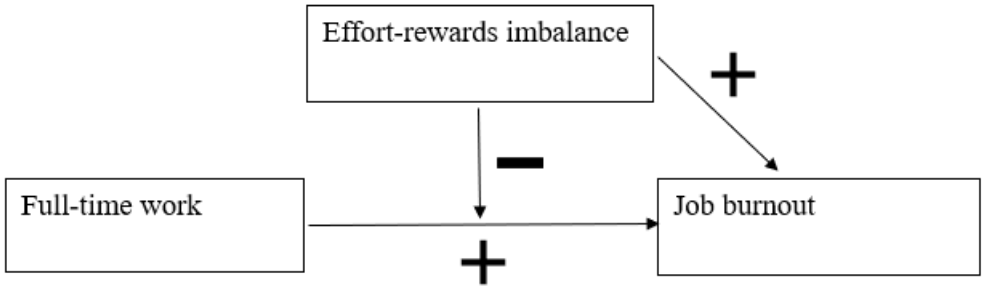


*Figure 1. Theoretical model based on effort-reward model.*

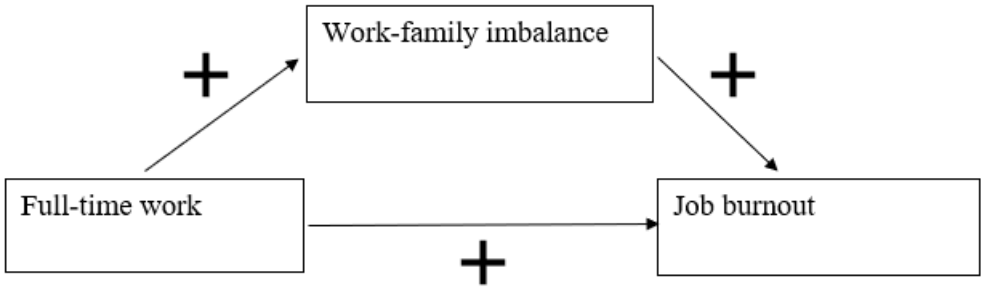


*Figure 2. Theoretical model based on role-strain theory.*

## Methods

The descriptive statistics in Table 2 show that 40,1% of the sample consisted of part-time working women. Furthermore, as compared to full-time working women, part-time working women are approximately 1 year older, more often have a partner, have slightly more children in the household, their youngest child is approximately one year younger, their educational attainment is slightly lower, they experience slightly less job burnout, effort-reward imbalance and work-family imbalance.

*Table 2. Descriptive statistics part-time working women compared to full-time working women.*

| Variables | Part-time (N=1442) | | Full-time (N=2152) | |
|---|---|---|---|---|
| | Mean | Std dev. | Mean | Std dev. |
| Hours worked per week | 18.87 | 6.260 | 38.58 | 6.940 |
| Age | 43.40 | 12.705 | 42.29 | 11.339 |
| Spouse | .64 | .479 | .57 | 495 |
| Number of children in the household | 1.02 | 1.073 | .76 | .980 |
| Age of the youngest cohabitating child | 10.74 | 8.079 | 11.58 | 7.367 |
| Educational attainment | 4.64 | 1.622 | 5.17 | 1.771 |
| Job burnout | 2.9286 | 1.07642 | 3.1975 | .98408 |
| High effort, low rewards | .3225 | .46758 | .3309 | .47063 |
| Quantile 4 (effort-rewards imbalance) | .2365 | .42507 | .2509 | .43356 |
| Work-family imbalance | 9.3183 | 3.58218 | 10.7691 | 3.67396 |

## 3.1 Study design

This study had a quantitative research approach because I aimed to validate existing relationships and theories. Moreover, due to the use of existing survey data, a correlational design was adopted to test how strong variables were related towards each other.

## 3.2 Study sample

This thesis used data from the European Working Conditions Survey (EWCS-2015) which was collected from September to December 2015 by the European Foundation for Improvement of Living Conditions (Eurofound). This survey contained quantitative data that had been arranged through interviews with approximately 43,000 workers with the age of 15 and above in 35 countries (Ipsos, 2015). The topics consisted of aspects of peoples working

life, such as work-life balance, employment status, and psychological and physical risk factors (Ipsos, 2015). The data were collected through face-to-face interviews, which lasted on average 45 minutes and were carried out at the homes of the respondents (Ipsos, 2015).

This thesis contained a few exclusion criteria. First, only data of female employees in the Netherlands, Austria, Germany, Belgium and the United Kingdom were used. These countries were chosen because burnout still occurs in these countries (Eurofound, 2018), even though a high proportion of women work part-time (Buddelmeyer et al., 2004). Therefore, it is most likely that other factors might be the reason that these women encounter burnout. Second, women that followed an educational course daily were removed because I assumed that labour participation is often different for them. Thirdly, participants with missing values on one of the variables were removed (e.g., don't know, refusal). In addition, to ensure the same number of respondents across models, a syntax code was added. Eventually, a sample size of 3590 participants remained.

## 3.3 Data and measurements

**Job Burnout.** The dependent variable is *job burnout*. Often job burnout is measured through cynicism, professional inefficacy and exhaustion (MBI; Maslach et al., 2017). However, in this study job burnout was measured the same way as Schaufeli (2018) measured it with the EWSC-2015 data, namely through a proxy measure of exhaustion. He stated that job burnout could only be measured this way because professional inefficacy is actually a consequence of burnout, and the cynicism item was enormously skewed in the dataset (Schaufeli, 2018). The items could be answered on a 5-point Likert scale and were reverse coded to ensure that a high score meant more job burnout.

**Employment status.** The first independent variable is *Employment status.* This item consisted of the number of hours participants worked per week. The first operationalization is based on the distinction made between full-time work and part-time work, which is adopted

by OECD and used in country comparative studies (Walling, 2007). Therefore, two variables were dummy coded with 1 = full-time work (≥30 hrs), and 0 = part-time work (1-29 hrs). The second operationalization was dummy-coded and consisted of marginal part-time work (1-16 hrs), substantial part-time work (17-34 hrs), full-time work (35-40 hrs), moderate overtime work (41-45 hrs), and heavy overtime work (≥46 hrs). By adding the second operationalization, I allowed the possibility that overtime work had other effects than full-time work.

**Effort.** The items that are usually used to measure *effort* are not available in the EWSC-2015, therefore seven similar items were critically selected. These were working on very high speed, working to tight deadlines, tiring or painful positions, lifting or moving heavy loads, handling angry clients or pupils, and handling situations that are emotionally disturbing. The items could be answered on a 7-point Likert scale and were reverse coded to ensure that a high score indicated high efforts. Cronbach's α of these items was .69, which is a little bit lower than the recommended Cronbach's α of .70 (Murphy & Davidshofer, 1988). Therefore, the analysis of the scale have to be cautiously interpreted.

**Rewards.** The *rewards* scale consisted of four subscales which contained salary, self-esteem, career opportunities and job security. The items captured whether the participants felt they got paid appropriately, whether they thought they were good at their job, whether they thought their job offered good prospects for career advancements, and the participants' thoughts about the probability of losing their job in the next 6 months. The items could be answered on a 5-point Likert scale and the items of salary, self-esteem and career advancement were reverse coded to ensure that a high score indicated high rewards. The Cronbach's α of the rewards scale was .37, which is too low. However, it is common practice in this field to sum these different theoretical subscales (Eddy et al., 2016; Peter et al., 1998; Siegrist et al., 2004).

**Effort-reward imbalance.** The effort-reward imbalance scale has two different operationalizations. First, an effort-reward imbalance ratio was constructed which is used by various studies (i.e., Eddy et al., 2016; Siegrist et al., 2004; Van Vegchel et al., 2005). The formula for this ratio was: *e/(rxc)*. In this formula '*e*' stands for the sum score of the effort scales (range 7-49), '*r*' stands for the sum score of the rewards scales (range 5-20), and '*c*' stands for a correction factor (i.e., items effort scale/items rewards scale = 7/9 = 1.75). However, the ratio had to be transformed logarithmically (i.e., log (x + 1)) because it was negatively skewed. Furthermore, I constructed quantiles of the log transformed ratio where the upper quantile 4 indicated the risk condition (i.e., effort-reward imbalance), whereas the lowest quantile 1 indicated the advantageous condition (i.e., high rewards relative to efforts). For the second operationalization another known method was used, meaning that four effort-reward quantiles were calculated (i.e., high effort/high rewards, high effort/low rewards, low effort/low rewards, low effort/high rewards) by dichotomising the effort and rewards scales by median split (Van Vegchel et al., 2005).

**Work-family imbalance.** *Work-family imbalance* was measured through five items. They captured subjects related to worrying about work afterwards, being too tired to do household tasks, people's job preventing them from spending time with family, difficulty with concentration on the job because of family responsibilities and family responsibilities that prevented them from job responsibilities. The items could be answered on a 5-point Likert scale and were reverse coded to ensure that a high score meant more work-family imbalance. The Cronbach's α was .77 which is considered reliable.

**Covariates.** This study used five covariates. *Age* and *educational attainment* were covariates because they are general characteristics which can have an influence on respondents and were introduced as continues variables. Nine levels of educational attainment were used, with 1 = "Early childhood education" , and 9 = "Doctorate or equivalent". *Having*

*a spouse* was another covariate because it is probable that having a partner can add emotional or financial resources to someone's life, which might prevent job burnout. This variable was dummy-coded meaning 1 = spouse, and 0 = no spouse. Furthermore, *the number of cohabitating children* and *the age of the youngest cohabitating child* were covariates because I assumed that more and younger children can increase job burnout in women due to more parental responsibilities. Both variables were introduced as continues variables. *The number of cohabitating children* contained 4 groups, where the fourth group consisted of four or more children to eliminate outliers. The variable *the age of the youngest cohabitating child* contained six groups, running from 0 to 26 years or older. Furthermore, I coded this variable into groups to make sure that participants without children were included. The sixth group contained participants that had children of 26 years or older and participants without children, because I assumed that these people had the least care responsibilities.

### 3.4 Data analyses

This research consisted of Ordinary Least Squares (OLS) analyses and a mediation analysis using Hayes Process v3.3 macro in SPSS Statistics 28. First, the effect of employment status on job burnout was tested. Second, the effect of effort-reward imbalance on job burnout was tested. Third, the moderation effect of effort-reward imbalance on the relationship between employment status and job burnout was analysed. Fourth, a mediation analysis was conducted to test whether work-family imbalance was associated with job burnout, and to test whether work-family imbalance mediated the relationship between employment status and job burnout. Robustness analyses with different operationalizations of employment status and effort-reward imbalance can be found in Appendix 1 and 2. These had approximately the same results. Furthermore, the assumptions of OLS analysis were tested. The dependent variable job burnout was normally distributed, there was no multicollinearity, the residuals were normally distributed, and the assumptions of homoscedasticity and linearity

of residuals were met. However, Mahalanobis distance was too large, but because of the robustness of the OLS model I choose to run the analyses.

In addition, Ordinal Regression analyses have also been conducted and can be found in Appendix 3. Because the findings of both analyses techniques are approximately the same, and it was easier to interpret OLS, I choose to present the results of the OLS analyses.

**Results.**

**The effect of full-time work and effort-reward imbalance on job burnout**

The results of the OLS analyses to test whether women who work full-time experienced more or the same amount of job burnout as women who worked part-time (H1a/H1b) and to test whether women who experienced an effort-reward imbalance experienced job burnout (H2a) are presented in Table 3.

*Table 3. Results of the Ordinary least squares analysis to test H1a, H1b and H2a. Operationalizations used: marginal part-time work versus substantial part-time work, full-time work, moderate overtime work, heavy overtime work and ratio quantiles.*

| **Variables** | **Model 0 (no)** | **Model 1 (yes) (H1a/H1b)** | **Model 2 (no)** | **Model 3 (yes) (H2a)** |
|---|---|---|---|---|
| **Marginal part-time work (1-16 hrs)** | Baseline | Baseline | Baseline | Baseline |
| **Substantial part-time work (17–34 hrs)** | .149** | .154** | .068 | .065 |
| **Full-time work (35-40 hrs)** | .282*** | .281*** | .229*** | .224*** |
| **Moderate overtime work (41-45 hrs)** | .615*** | .617*** | .446*** | .436*** |

| | | | | |
|---|---|---|---|---|
| **Heavy overtime work (46 hrs or more)** | .546*** | .554*** | .441*** | .432*** |
| **Quantile 1 (low efforts, relative to rewards)** | | | Baseline | Baseline |
| **Quantile 2** | | | .304*** | .302*** |
| **Quantile 3** | | | .550*** | .549*** |
| **Quantile 4 (high efforts, relative to rewards)** | | | 1.012*** | 1.011*** |
| ***R square*** | .022*** | .023*** | .151*** | .152*** |
| ***R* square change** | | .001*** | .126*** | .001 |
| ***Yes = controlled for covariates.*** | | | | |
| ***No = not controlled for covariates.*** | | | | |

***Notes**: n* =3509. Dependent variable = Job burnout. Covariates = age, spouse, educational attainment, age of the youngest cohabitating child, and number of cohabitating children. . Tables with coefficients of covariates can be found in Appendix. Depicted are the unstandardized regression coefficients. Significance level: *** p<.000, ** p<.01, * p<.05.

Model 0 in Table 3 depicts that the relationship between the second operationalization of employment status and job burnout without the covariates explained 2.2% of variance in job burnout $F(4,3585) = 20.113$, $p < .001$. Moreover, in Model 1 the same relationship is depicted with covariates and explained 2.3% of variance in job burnout $F(9,3580) = 9.505$, $p < .001$. This means that the variance altered marginally when controlling for the covariates.

Model 1 reveals that compared to the reference category marginal part-time work, substantial part-time work was associated with .154 higher score on job burnout (sig $p<.05$), full-time work was associated with .281 higher score on job burnout (sig $p<.001$), moderate overtime work was associated with .617 higher score on job burnout (sig $p<.001$), and heavy overtime work was associated with .554 higher score on job burnout (sig $p<.001$). These results show that all women experienced more job burnout than women who worked marginal

part-time. In addition, other analyses have been conducted with the other employment statuses as reference category to test whether women experienced more job burnout when they worked more hours (Appendix 4). The results show that the effect got negative when an employment status with more hours was the reference category, meaning that women that worked more hours experienced more job burnout as compared to women who worked less hours. However, this was not the case for the difference between moderate overtime work and heavy overtime work. As can be seen in Table 3, the effect of moderate overtime work was larger than the effect of heavy overtime work, which means that women that worked moderate overtime experienced more job burnout than women who worked heavy overtime. Nonetheless, H1a is accepted in the current study, and H1b cannot be accepted. Moreover, As the scale of job burnout is only from 1 till 5, especially the effects of moderate overtime work and heavy overtime work compared to marginal part-time work on job burnout were quite large, because they were associated with more than half a point increase in job burnout.

When introducing effort-reward imbalance in Model 2 without the covariates, 15.1% of variance was explained in job burnout $F(7,3582) = 91.231$, $p < .001$. In Model 3, the covariates were added and explained 15.2% of variance in job burnout $F(12,3577) = 53.361$, $p < .001$. Again, the variance changed marginally when controlling for the covariates. As a reminder, quantile 4 is the upper quantile that indicates effort-reward imbalance. In Model 3, compared to the reference category quantile 1, quantile 2 was associated with .302 increase in job burnout (sig $p<.001$), quantile 3 was associated with .549 increase in job burnout (sig $p<.001$), and quantile 4 was associated with 1.011 increase in job burnout (sig $p<.001$). Quantile 4 had a large effect on job burnout (more than 1 point increase), meaning that women who experienced an effort-reward imbalance experienced more job burnout. Therefore, H2b is accepted.

**The moderation effect of effort-reward imbalance**

The results of the OLS analysis to test whether the relationship between full-time work and job burnout was weakened by an effort-reward imbalance (H3) are presented in Table 4.

*Table 4. Results of the ordinary least squares analysis to test H3. Operationalizations used: marginal part-time work versus substantial part-time work, full-time work, moderate overtime work, heavy overtime work and ratio quantiles.*

| **Variables** | **Model 0 (no)** | **Model 1 (yes)** |
|---|---|---|
| **Marginal part-time work (1-16 hrs)** | Baseline | Baseline |
| **Substantial part-time work (17–34 hrs)** | .119 | .119 |
| **Full-time work (35-40 hrs)** | .179 | .178 |
| **Moderate overtime work (41-45 hrs)** | .461* | .450* |
| **Heavy overtime work (46 hrs or more)** | .509** | .503** |
| **Quantile 1 (low efforts, relative to rewards)** | Baseline | Baseline |
| **Quantile 2** | .382** | .383** |
| **Quantile 3** | .430*** | .434*** |
| **Quantile 4 (high efforts, relative to rewards)** | 1.076*** | 1.078*** |
| **Marginal part-time work * quantile 1** | Baseline | Baseline |
| **Marginal part-time work * quantile 2** | Baseline | Baseline |
| **Marginal part-time work * quantile 3** | Baseline | Baseline |
| **Marginal part-time work * quantile 4** | Baseline | Baseline |
| **Substantial part-time work * quantile 1** | Baseline | Baseline |
| **Substantial part-time work * quantile 2** | -.138 | -.140 |
| **Substantial part-time work * quantile 3** | .033 | .027 |

| | | |
|---|---|---|
| **Substantial part-time work * quantile 4** | -.102 | -.104 |
| **Full-time work * quantile 1** | Baseline | Baseline |
| **Full-time work * quantile 2** | -.025 | -.029 |
| **Full-time work * quantile 3** | .235 | .229 |
| **Full-time work * quantile 4** | -.006 | -.010 |
| **Moderate overtime work * quantile 1** | Baseline | Baseline |
| **Moderate overtime work * quantile 2** | -.013 | -.014 |
| **Moderate overtime work * quantile 3** | .167 | .166 |
| **Moderate overtime work * quantile 4** | -.174 | -.173 |
| **Heavy overtime work * quantile 1** | Baseline | Baseline |
| **Heavy overtime work * quantile 2** | -.225 | -.231 |
| **Heavy overtime work * quantile 3** | .168 | .166 |
| **Heavy overtime work * quantile 4** | -.184 | -.189 |
| ***R square*** | .154*** | .154*** |
| ***Yes = controlled for covariates.*** | | |
| ***No = not controlled for covariates.*** | | |

***Notes**: n* =3509. Dependent variable = Job burnout. Covariates = age, spouse, educational attainment, age of the youngest cohabitating child, and number of cohabitating children. Tables with coefficients of covariates can be found in Appendix. Depicted are the unstandardized regression coefficients. Significance level: *** p<.000, ** p<.01, * p<.05.

In Table 4, Model 0 depicts the second operationalization of employment status, effort-reward imbalance ratios and the interactions of employment status and effort-reward imbalance without the covariates and explained 15.4 % of variance in job burnout $F(19,3570) = 34.754$, $p < .001$. In addition, Model 1 depicts that by adding the covariates, the variance in job burnout did not alter $F(24,3565) = 27.005$, $p < .001$. Moreover, when compared to the

variance in Model 3 of Table 3, it can also be seen that the interaction terms did not add much variance in job burnout.

As a reminder, for H3 to be accepted, the relationship between full-time work and job burnout in women should decrease when a women experienced an effort-reward imbalance because I assumed that both full-time and part-time working women experienced the same amount of job burnout when they experienced an effort-reward imbalance. This means that the interaction effects of quantile 4 and substantial part-time work, full-time work, moderate overtime work, and heavy overtime work should be negative and significant. Model 1 shows that the interaction effect between substantial part-time work and quantile 4 was $b$ = -.104, $p$=.479, the interaction effect between full-time work and quantile 4 was $b$ = -.010, $p$=.947, the interaction effect between moderate overtime work and quantile 4 was $b$ = -.173, $p$=.495, and the interaction term between heavy overtime work and quantile 4 was $b$ = -.189, $p$=.399. Because none of the interaction effects were significant, H3 cannot be accepted.

**The mediating effect of work-family imbalance**

The results of the mediation analysis to test whether women who had a work-family imbalance experienced more job burnout (H2b) and whether the relationship between full-time work and job burnout in women was mediated by a work-family imbalance (H4) are depicted in Table 5 and Figure 3.

*Table 5. Results of the mediation analysis to test H4. Operationalizations used: Full-time work versus part-time work and work-family imbalance.*

| | **Effect** | **SE** | **t** | **P** | **LLCI** | **ULCI** |
|---|---|---|---|---|---|---|
| **Effect of X on M (a path)** **Full-time work** | 1.4067 | .1234 | 11.3987 | .0000 | 1.1648 | 1.6487 |

| | | | | | | |
|---|---|---|---|---|---|---|
| **Effect of M on Y (b path)**<br>**WFI** | .1278 | .0043 | 29.4363 | .0000 | .1193 | .1363 |
| **Total effect of X on Y (c path)**<br>**Job burnout** | .2623 | .0357 | 7.3404 | .0000 | .1922 | .3323 |
| **Direct effect of X on Y (c' path)**<br>**Job Burnout** | .0825 | .0326 | 2.5281 | .0115 | .0185 | .1465 |

| | **Effect** | **Boot SE** | **Boot LLCI** | **Boot ULCI** |
|---|---|---|---|---|
| **Indirect effect of X on Y (ab path)**<br>**WFI** | .1797 | .0171 | .1477 | .2142 |

***Notes**: n* =3509. Dependent variable = Job burnout. Models are controlled for age, spouse, educational attainment, age of the youngest cohabitating child, and number of cohabitating children. Depicted are the unstandardized regression coefficients. Significance level: *** p<.000, ** p<.01, * p<.05.

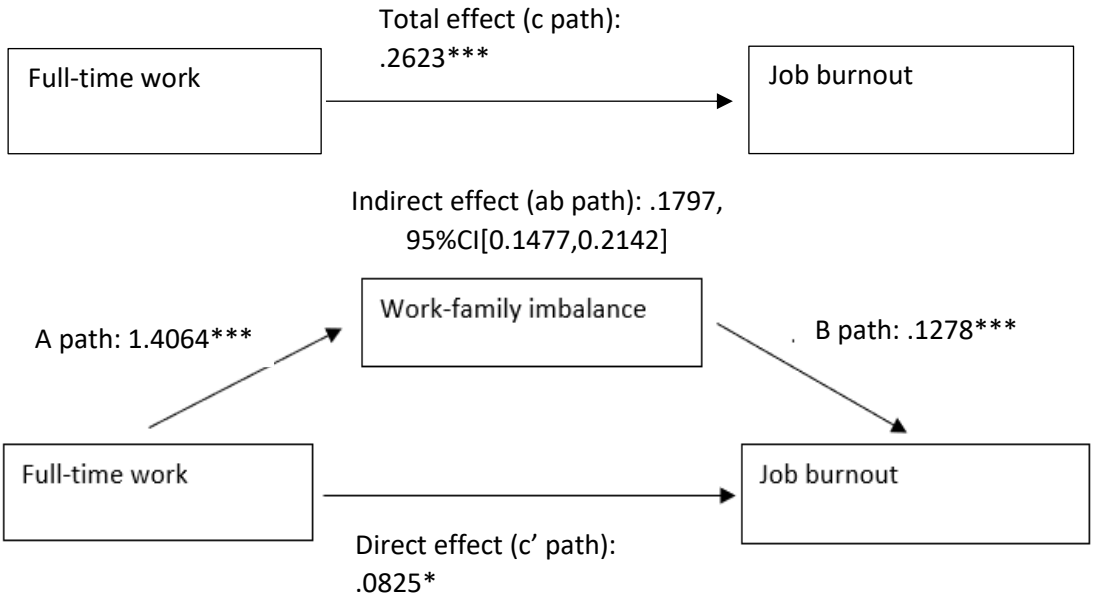


*Figure 3. Results of the mediation analysis to test H4.*

Table 5 And Figure 3 firstly show that full-time work was associated with work-family imbalance $b$ = 1.4067, $t$(6,3583) = 11.3987, $p$ <.001. Secondly, work-family imbalance was associated with job burnout $b$ = .1278, $t$(7,3582) = 29.4363, $p$ <.001. This means that H2b is accepted. However, the effect is not large because the score of job burnout only increased by approximately 1/50 of the scale, when work-family imbalance increased by 1 unit. Thirdly, the total effect depicts that full-time work was associated with job burnout $b$ = .2623, $t$(6,3583) = 7.3404, $p$ <.00. Fourthly, the direct effect depicts that full-time work was associated with .0825 increase in job burnout when the effect of work-family imbalance remained unaltered $b$ = .0825, $t$(7,3582) = 2.5281 , $p$ <.00. And lastly, the indirect effect depicts that work-family imbalance mediated the relationship between full-time work and job burnout in women, $b$ = .1797, 95%CI[0.1477,0.2142]. The indirect effect was significant because CI did not include zero, which means that H4 is accepted. Moreover, the indirect effect, divided by the total effect equals .1797/.2623 = 0.6851, meaning that 68,5% of the relationship between full-time work and job burnout was explained by work-family imbalance. Further, the effect of full-time work on job burnout decreased when work-family imbalance was added, which can be seen in the difference between the total effect and the direct effect.

## Conclusion and Discussion

This thesis aimed to address inconsistent results of the relationship between employment status and job burnout in women. Two opposing theories were examined. According to the role strain theory, the probability of getting job burnout is smaller for women who work part-time compared to women who work full-time because part-time work makes both family- and work role obligations more manageable. Nonetheless, the effort-reward model states that a person gains stress when experiencing a discrepancy between gains and costs (i.e., high efforts, low rewards). I assumed that both part-time working and full-time

working women experienced the same amount of job burnout when they experienced an effort-reward imbalance. The following research question was examined: what is the role of effort-reward imbalance and work-family imbalance in explaining the relationship between employment status and job burnout in women?

First of all, in line with the role-strain theory, the results showed that women who worked full-time experienced more job burnout as compared to women who worked part-time. Interestingly, the findings also pointed out that the effect of moderate overtime work on job burnout was larger as compared to the effect of heavy overtime work. This means that more work hours do not necessarily equal more job burnout, but this reaches a plateau at moderate overtime work. There are several possible explanations for this. First, several personal characteristics such as idealism and overcommitment are known to associate with burnout (Shanafelt, 2009). It might be that for instance women doing heavy overtime work have other personal characteristics than women who work moderate overtime. Furthermore, it could also be that women working overtime in this sample experienced more job autonomy as compared to women working moderate overtime. This is because job autonomy is associated with an increase in work-life balance (Halliday et al., 2017), which in turn leads to less job burnout. Another result showed that women that experienced a work-family imbalance, experienced more job burnout. Moreover, it was found that full-time work affects job burnout mainly through the influence of work-family imbalance. In other words, this meant that if a woman works full-time and experienced for example that she did not have enough time with her family due to work obligations (i.e., work-family imbalance), she would experience more job burnout than if she solely worked full-time without experiencing a work-family imbalance.

Second, in line with the effort-reward model, women who experienced an effort-reward imbalance, experienced more job burnout. This means for example that when a

woman thinks that her work involves too many emotionally disturbed situations as compared to the amount of salary she receives, she will experience an effort-reward imbalance which will lead to job burnout. However, not in line with the effort-reward model, the expectation that both full-time and part-time working women experienced the same amount of job burnout when they experienced an effort-reward imbalance was not met. This might mean that women that work full-time and experience an effort-reward imbalance encounter more job burnout compared to women that work part-time and experience an effort-reward imbalance.

It was remarkable that women who worked full-time did not experience the same amount of job burnout as women who worked part-time, which was expected by the effort-reward model. A possible explanation for this could be retrieved from the stressor-detachment model. This model determines that health is not only possible to achieve by motivation or high skills when people face high workload accompanied by challenging cognitive demands (Ployhart & Moliterno, 2011). In fact, this model states that to meet these challenging demands, people need to achieve optimal psychological and physical states by engaging in enough recovery time from work (Bakker, 2011; Sonnentag et al., 2010). When someone does not have enough time to recover from work, they can face strain reactions which can eventually lead to burnout (Sonnentag & Fritz, 2014). Therefore, it is possible that women who work full-time do not have enough time to recover from work due to a lack of leisure time. Moreover, this assumption is especially supported by the results of this study which showed that the relationship between full-time work and job burnout in women was for 68.5% explained by work-family imbalance. Therefore, it is possible that women who work full-time and have a family do not have enough time to recover from work due to this imbalance. Further, factors that are known to alleviate burnout are often linked to physical and mental health (Galaiya et al., 2020). For instance, exercise is associated with less burnout (Sargent et al., 2009), and increased levels of mindfulness and self-efficacy are also associated with less

burnout (Galaiya et al., 2020). It might be that women who work full-time have less time for engaging in activities that promote healthy physical and psychological lifestyle habits which make them more vulnerable for job burnout.

**Limitations**

There are some limitations in this study. First, due to the correlational design, the results do not test causal relationships. Secondly, the survey did not account for validated instruments to measure job burnout, efforts and rewards. This means that the evaluation of job burnout, effort and rewards are not fully comprehensive. However, Shaufeli (2018) also used this proxy measure. Thirdly, the mediation analysis was not done with several operationalizations. Fourthly, the results are only generalizable to women living in Austria, Germany, Belgium, the Netherlands and the United Kingdom. This makes the results not applicable to other countries.

However, the study also had some strengths. First, several robustness analyses have been performed with different operationalisations of employment status and effort-reward imbalance to make sure that the results of the current study are concise. Secondly, several confounding factors are accounted for. Thirdly, the administration of the survey was done in the corresponding language, which made misinterpretations of the questions less severe.

**Recommendations**

I recommend that further research builds on several operationalizations as well to increase validity. Future research should also reconsider other confounders, such as time of recovery and maladaptive lifestyle habits. Furthermore, external validity could be increased by using more countries and conduct hierarchical multiple regression analyses to distinguish conclusions between countries.

Moreover, the results of this study indicate that work-family imbalance, effort-reward imbalance and full-time work associate with job burnout in women, meaning that these

phenomena should be looked into by policies. The results of this study showed that full-time work associated more strongly with job burnout as compared to part-time work. This probably means that part-time work is more favourable in reducing job burnout in women. However, it is not possible for all women to work part-time because they might have a partner that does not earn enough or because they do not want to. Therefore, policies should not only focus on benefitting women who work part-time, but also women who want to or have to work full-time. In order to reduce job burnout in women who work full-time and/or women who experience work-family imbalance, policies could for instance integrate subsidized or free childcare, set up free childcare facilities in offices, promote flexible working hours or working from home.

This research has contributed to understanding the clashing results of the effect of employment status on job burnout in women. Women who work full-time experience more job burnout compared to women who work part-time, especially due to the experience of a work-family imbalance. Therefore, it is important that policies help full-time working women with families to reduce their job burnout, instead of only focusing on making it easier to work part-time.

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# Appendix 1.

*Table 6. Results of the OLS analysis to test H1a, H1b and H2a. Operationalizations used: marginal part-time work versus substantial part-time work, full-time work, moderate overtime work, heavy overtime work and ratio quantiles.*

| Variables | Model 0 (no) | Model 1 (yes) (H1a/H1b) | Model 2 (no) | Model 3 (yes) (H2a) |
|---|---|---|---|---|
| **Marginal part-time work (1-16 hrs)** | Baseline | Baseline | Baseline | Baseline |
| **Substantial part-time work (17–34 hrs)** | .149** | .154** | .068 | .065 |
| **Full-time work (35-40 hrs)** | .282*** | .281*** | .229*** | .224*** |
| **Moderate overtime work (41-45 hrs)** | .615*** | .617*** | .446*** | .436*** |
| **Heavy overtime work (46 hrs or more)** | .546*** | .554*** | .441*** | .432*** |
| **Quantile 1 (low efforts, relative to rewards)** | | | Baseline | Baseline |
| **Quantile 2** | | | .304*** | .302*** |
| **Quantile 3** | | | .550*** | .549*** |
| **Quantile 4 (high efforts, relative to rewards)** | | | 1.012*** | 1.011*** |
| **Age** | | -.002 | | -.001 |
| **Educational attainment** | | -.004 | | .007 |
| **Having a spouse** | | -.039 | | -.011 |

| | | | | |
|---|---|---|---|---|
| **Number of cohabitating children in the household** | | .033 | | .025 |
| **Age of the youngest cohabitating child** | | .013 | | .010 |
| ***R square*** | .022*** | .023*** | .151*** | .152*** |
| ***Yes = controlled for covariates.*** | | | | |
| ***No = not controlled for covariates.*** | | | | |

***Notes****: n* =3509. Dependent variable = Job burnout. Covariates = age, spouse, educational attainment, age of the youngest cohabitating child, and number of cohabitating children. Depicted are the unstandardized regression coefficients. Significance level: *** p<.000, ** p<.01, * p<.05.

*Table 7. Results of the OLS analysis to test H1a, H1b and H2a. Operationalizations used: full-time work versus part-time work and ratio quantiles.*

| **Variables** | **Model 0 (no)** | **Model 1 (yes) (H1a/H1b)** | **Model 0 (no)** | **Model 2 (Yes) (H2a)** |
|---|---|---|---|---|
| **Part-time work (1-29 hrs)** | Baseline | Baseline | Baseline | Baseline |
| **Full-time work (≥ 30 hrs)** | .266*** | .262*** | .242*** | .235*** |
| **Quantile 1 (low efforts, relative to rewards** | | | Baseline | Baseline |
| **Quantile 2** | | | .304*** | .302*** |
| **Quantile 3** | | | .554*** | .554*** |
| **Quantile 4 (High efforts, relative to** | | | 1.020*** | 1.019*** |

| | | | | |
|---|---|---|---|---|
| **rewards)** | | | | |
| **Age** | | -.002 | | -.001 |
| **Educational attainment** | | .001 | | .011 |
| **Having a spouse** | | -.038 | | -.014 |
| **Number of cohabitating children** | | .037 | | .027 |
| **Age of the youngest cohabitating child** | | .015 | | .012 |
| ***R square*** | .016*** | .017*** | .149*** | .149*** |
| ***Yes = controlled for covariates.*** | | | | |
| ***No = not controlled for covariates.*** | | | | |

***Notes****: n* = 3509. Dependent variable = Job burnout. Covariates = age, spouse, educational attainment, age of the youngest cohabitating child, and number of cohabitating children. Depicted are the unstandardized regression coefficients. Significance level: *** p<.000, ** p<.01, * p<.05.

*Table 8. Results of the OLS analysis to test H1a, H1b and H2a. Operationalizations used: full-time work versus part-time work and median split quantiles.*

| **Variables** | **Model 0 (no)** | **Model 1 (yes) (H1a/H1b)** | **Model 0 (no)** | **Model 2 (yes) (H2a)** |
|---|---|---|---|---|
| **Part-time work (1-29 hrs)** | Baseline | Baseline | Baseline | Baseline |
| **Full-time work (≥ 30 hrs)** | .266*** | .262*** | .234*** | .233*** |
| **Low effort, high rewards** | | | Baseline | Baseline |
| **High effort, high rewards** | | | .327*** | .324*** |

| | | | | |
|---|---|---|---|---|
| **Low effort, low rewards** | | | -.027 | -.026 |
| **High effort, low rewards** | | | .594*** | .594*** |
| **Age** | | -.002 | | -.001 |
| **Educational attainment** | | .001 | | .001 |
| **Having a spouse** | | -.038 | | -.024 |
| **Number of cohabitating children** | | .037 | | .027 |
| **Age of the youngest cohabitating child** | | .015 | | .010 |
| ***R square*** | .016*** | .017*** | .106*** | .106*** |
| ***Yes = controlled for covariates.*** | | | | |
| ***No = not controlled for covariates.*** | | | | |

***Notes****: n* =3509. Dependent variable = Job burnout. Covariates = age, spouse, educational attainment, age of the youngest cohabitating child, and number of cohabitating children. Depicted are the unstandardized regression coefficients. Significance level: *** p<.000, ** p<.01, * p<.05.

*Table 9. Results of the OLS analysis to test H1a, H1b and H2a. Operationalizations used: marginal part-time work versus substantial part-time work, full-time work, moderate overtime work, heavy overtime work and median split quantiles.*

| **Variables** | **Model 0 (no)** | **Model 1 (yes) (H1a/H1b)** | **Model 3 (no)** | **Model 2 (yes) (H2a)** |
|---|---|---|---|---|
| **Marginal part-time work (1-16 hrs)** | Baseline | Baseline | Baseline | Baseline |

| | | | | |
|---|---|---|---|---|
| **Substantial part-time work (17–34 hrs)** | .149** | .154** | .082 | .085 |
| **Full-time work (35-40 hrs)** | .282*** | .281*** | .228*** | .229*** |
| **Moderate overtime work (41-45 hrs)** | .615*** | .617*** | .447*** | .450*** |
| **Heavy overtime work (46 hrs or more)** | .546*** | .554*** | .454*** | .459*** |
| **Low effort, high rewards** | | | Baseline | Baseline |
| **High effort, high rewards** | | | .325*** | .323*** |
| **Low effort, low rewards** | | | -.014 | -.013 |
| **High effort, low rewards** | | | .592*** | .591*** |
| **Age** | | -.002 | | -.001 |
| **Educational attainment** | | -.004 | | -.003 |
| **Having a spouse** | | -.039 | | -.023 |
| **Number of cohabitating children** | | .033 | | .025 |
| **Age of the youngest child** | | .013 | | .008 |
| ***R square*** | .022*** | .023*** | .108*** | .109*** |
| ***Yes = controlled for covariates.*** | | | | |
| ***No = not controlled for covariates.*** | | | | |

***Notes:*** *n* =3509. Dependent variable = Job burnout. Covariates = age, spouse, educational attainment, age of the youngest cohabitating child, and number of cohabitating children. Depicted are the unstandardized regression coefficients. Significance level: *** p<.000, ** p<.01, * p<.05.

# Appendix 2.

*Table 10. Results of the OLS analysis to test H3. Operationalizations used: marginal part-time work versus substantial part-time work, full-time work, moderate overtime work, heavy overtime work and ratio quantiles.*

| **Variables** | **Model 0 (no)** | **Model 1 (yes)** |
|---|---|---|
| **Marginal part-time work (1-16 hrs)** | Baseline | Baseline |
| **Substantial part-time work (17–34 hrs)** | .119 | .119 |
| **Full-time work (35-40 hrs)** | .179 | .178 |
| **Moderate overtime work (41-45 hrs)** | .461* | .450* |
| **Heavy overtime work (46 hrs or more)** | .509** | .503** |
| **Quantile 1 (low efforts, relative to rewards)** | Baseline | Baseline |
| **Quantile 2** | .382** | .383** |
| **Quantile 3** | .430*** | .434*** |
| **Quantile 4 (high efforts, relative to rewards)** | 1.076*** | 1.078*** |
| **Marginal part-time work * quantile 1** | Baseline | Baseline |
| **Marginal part-time work * quantile 2** | Baseline | Baseline |
| **Marginal part-time work * quantile 3** | Baseline | Baseline |
| **Marginal part-time work * quantile 4** | Baseline | Baseline |
| **Substantial part-time work * quantile 1** | Baseline | Baseline |
| **Substantial part-time work * quantile 2** | -.138 | -.140 |
| **Substantial part-time work * quantile 3** | .033 | .027 |

| | | |
|---|---|---|
| **Substantial part-time work * quantile 4** | -.102 | -.104 |
| **Full-time work * quantile 1** | Baseline | Baseline |
| **Full-time work * quantile 2** | -.025 | -.029 |
| **Full-time work * quantile 3** | .235 | .229 |
| **Full-time work * quantile 4** | -.006 | -.010 |
| **Moderate overtime work * quantile 1** | Baseline | Baseline |
| **Moderate overtime work * quantile 2** | -.013 | -.014 |
| **Moderate overtime work * quantile 3** | .167 | .166 |
| **Moderate overtime work * quantile 4** | -.174 | -.173 |
| **Heavy overtime work * quantile 1** | Baseline | Baseline |
| **Heavy overtime work * quantile 2** | -.225 | -.231 |
| **Heavy overtime work * quantile 3** | .168 | .166 |
| **Heavy overtime work * quantile 4** | -.184 | -.189 |
| **Age** | | -.001 |
| **Educational attainment** | | .007 |
| **Having a spouse** | | -.011 |
| **Number of cohabitating children** | | .025 |
| **Age of the youngest cohabitating child** | | .010 |
| ***R square*** | .154*** | .154*** |
| ***Yes = controlled for covariates.*** | | |
| ***No = not controlled for covariates.*** | | |

***Notes:*** *n* =3509. Dependent variable = Job burnout. Covariates = age, spouse, educational attainment, age of the youngest cohabitating child, and number of cohabitating children. Depicted are the unstandardized regression coefficients. Significance level: *** p<.000, ** p<.01, * p<.05.

*Table 11. Results of the OLS analysis to test H3. Operationalizations used: part-time work versus full-time work and ratio quantiles.*

| **Variables** | **Model 0 (no)** | **Model 1 (yes) (H3)** |
|---|---|---|
| **Part-time work (1-29 hrs)** | Baseline | Baseline |
| **Full-time work (≥ 30 hrs)** | .238*** | .234*** |
| **Quantile 1 (low efforts, relative to rewards** | Baseline | Baseline |
| **Quantile 2** | .328*** | .327*** |
| **Quantile 3** | .469*** | .498*** |
| **Quantile 4 (High efforts, relative to rewards)** | 1.044*** | 1.045*** |
| **Full-time work * quantile 1** | Baseline | Baseline |
| **Full-time work * quantile 2** | -.039 | -.041 |
| **Full-time work * quantile 3** | .095 | .092 |
| **Full-time work * quantile 4** | -.040 | -.043 |
| **Age** | | -.001 |
| **Educational attainment** | | .011 |
| **Having a spouse** | | -.013 |

| | | |
|---|---|---|
| **Number of cohabitating children** | | 0.27 |
| **Age of the youngest cohabitating child** | | .012 |
| ***R square*** | .149*** | .150*** |
| ***Yes = controlled for covariates.*** | | |
| ***No = not controlled for covariates.*** | | |

***Notes**: n* = 3509. Dependent variable = Job burnout. Covariates = age, spouse, educational attainment, age of the youngest cohabitating child, and number of cohabitating children. Depicted are the unstandardized regression coefficients. Significance level: *** p<.000, ** p<.01, * p<.05.

*Table 12. Results of the OLS analysis to test H3. Operationalizations used: marginal part-time work versus substantial part-time work, full-time work, moderate overtime work, heavy overtime work and median split quantiles.*

| **Variables** | **Model 0 (no)** | **Model 1 (yes)**<br>**(H6)** |
|---|---|---|
| **Marginal part-time work (1-16 hrs)** | Baseline | Baseline |
| **Substantial part-time work (17–34 hrs)** | .274** | .276** |
| **Full-time work (35-40 hrs)** | .308** | .309** |
| **Moderate overtime work (41-45 hrs)** | .628*** | .625*** |
| **Heavy overtime work (46 hrs or more)** | .574** | .579** |
| **Low effort, high rewards** | Baseline | Baseline |
| **High effort, high rewards** | .549*** | .549*** |
| **Low effort, low rewards** | .124 | .126 |
| **High effort, low rewards** | .670*** | .668*** |
| **Marginal part-time work * low effort, high rewards** | Baseline | Baseline |

| | | |
|---|---|---|
| **Marginal part-time work * high effort, high rewards** | Baseline | Baseline |
| **Marginal part-time work * low effort, low rewards** | Baseline | Baseline |
| **Marginal part-time work * high effort, low rewards** | Baseline | Baseline |
| **Substantial part-time work * low effort, high rewards** | Baseline | Baseline |
| **Substantial part-time work * high effort, high rewards** | -.275 | -.276 |
| **Substantial part-time work * low effort, low rewards** | -.240 | -.240 |
| **Substantial part-time work * high effort, low rewards** | -.115 | -.154 |
| **Full-time work * low effort, high rewards** | Baseline | Baseline |
| **Full-time work * high effort, high rewards** | -.164 | -.167 |
| **Full-time work * low effort, low rewards** | -.089 | -.092 |
| **Full-time work * high effort, low rewards** | -.047 | -.046 |
| **Moderate overtime work * low effort, high rewards** | Baseline | Baseline |
| **Moderate overtime work * high effort, high rewards** | -.425 | -.421 |
| **Moderate overtime work * low effort, low rewards** | -.034 | -.026 |
| **Moderate overtime work * high effort, low rewards** | -.082 | -.077 |
| **Heavy overtime work * low effort, high rewards** | Baseline | Baseline |
| **Heavy overtime work * high effort, high rewards** | -.379 | -.380 |
| **Heavy overtime work * low effort, low rewards** | -5.433E-5 | -.005 |

| | | |
|---|---|---|
| **Heavy overtime work * high effort, low rewards** | .055 | .054 |
| **Age** | | -.001 |
| **Educational attainment** | | -.001 |
| **Having a spouse** | | -.024 |
| **Number of cohabitating children** | | .025 |
| **Age of the youngest cohabitating child** | | .008 |
| ***R square*** | .112*** | .113*** |
| ***Yes = controlled for covariates.*** | | |
| ***No = not controlled for covariates.*** | | |

***Notes****: n* =3509. Dependent variable = Job burnout. Covariates = age, spouse, educational attainment, age of the youngest cohabitating child, and number of cohabitating children. Depicted are the unstandardized regression coefficients. Significance level: *** p<.000, ** p<.01, * p<.05.

*Table 13. Results of the OLS analysis to test H3. Operationalizations used: part-time work versus full-time work and median split quantiles.*

| **Variables** | **Model 0 (no)** | **Model 1 (yes) (H6)** |
|---|---|---|
| **Part-time work (1-29 hrs)** | Baseline | Baseline |
| **Full-time work (≥ 30 hrs)** | .226*** | .226*** |
| **Low effort, high rewards** | Baseline | Baseline |
| **High effort, high rewards** | .365*** | .364*** |

| | | |
|---|---|---|
| **Low effort, low rewards** | -.044 | -.041 |
| **High effort, low rewards** | .566*** | .566*** |
| **Full-time work * low effort, high rewards** | Baseline | Baseline |
| **Full-time work * high effort, high rewards** | -.069 | -.069 |
| **Full-time work * low effort, low rewards** | .033 | .033 |
| **Full-time work * high effort, low rewards** | .051 | .051 |
| **Age** | | -.001 |
| **Educational attainment** | | .001 |
| **Having a spouse** | | -.024 |
| **Number of cohabitating children** | | .027 |
| **Age of the youngest cohabitating child** | | .010 |
| ***R square*** | .106*** | .107*** |

***Yes = controlled for covariates.***

***No = not controlled for covariates.***

***Notes****: n* = 3509. Dependent variable = Job burnout. Covariates = age, spouse, educational attainment, age of the youngest cohabitating child, and number of cohabitating children. Depicted are the unstandardized regression coefficients. Significance level: *** p<.000, ** p<.01, * p<.05.

# Appendix 3. Ordinal regression analyses

*Table 14. Results of the **Ordinal regression analysis** to test H1a, H1b and H2a. Operationalizations used: marginal part-time work versus substantial part-time work, full-time work, moderate overtime work, heavy overtime work and ratio quantiles.*

| Variables | Model 0 (no) | Model 1 (yes) (H1a/H1b) | Model 2 (no) | Model 3 (yes) (H2a) |
|---|---|---|---|---|
| **Marginal part-time work (1-16 hrs)** | Baseline | Baseline | Baseline | Baseline |
| **Substantial part-time work (17–34 hrs)** | .393*** | .372*** | .148 | .136 |
| **Full-time work (35-40 hrs)** | .642*** | .600*** | .452*** | .437*** |
| **Moderate overtime work (41-45 hrs)** | 1.199*** | .1.162*** | .905*** | .882*** |
| **Heavy overtime work (46 hrs or more)** | .925*** | .915*** | .881*** | .853*** |
| **Quantile 1 (low efforts, relative to rewards)** | | | Baseline | Baseline |
| **Quantile 2** | | | .563*** | .574*** |
| **Quantile 3** | | | 1.101*** | 1.112*** |
| **Quantile 4 (high efforts, relative to rewards)** | | | 2.011*** | 2.101*** |
| **Age** | | -.007** | | -.002 |
| **Educational attainment** | | | | |
| **Having a spouse** | | -.087 | | -.011 |

| | | | | |
|---|---|---|---|---|
| **The number of cohabitating children** | | | | |
| **The age of the youngest cohabitating child** | | | | |
| ***R square*** | .022*** | .023*** | .152*** | .149*** |
| ***R* square change** | | .001*** | .126*** | |
| ***Yes = controlled for covariates.*** | | | | |
| ***No = not controlled for covariates.*** | | | | |

***Notes****: n* =3509. Dependent variable = Job burnout. Covariates = age, spouse, educational attainment, age of the youngest cohabitating child, and number of cohabitating children. Depicted are the parameter estimates. Significance level: *** p<.000, ** p<.01, * p<.05.

*Table 15. Results of the* ***ordinal regression analysis*** *to test H1a, H1b and H2a. Operationalizations used: full-time work versus part-time work and ratio quantiles.*

| **Variables** | **Model 0 (no)** | **Model 1 (yes) (H1a/H1b)** | **Model 2 (no)** | **Model 3 (Yes) (H2a)** |
|---|---|---|---|---|
| **Part-time work (1-29 hrs)** | Baseline | Baseline | Baseline | Baseline |
| **Full-time work (≥ 30 hrs)** | .491*** | .469*** | .479*** | .469*** |
| **Quantile 1 (low efforts, relative to rewards** | | | Baseline | Baseline |
| **Quantile 2** | | | .559*** | .567*** |
| **Quantile 3** | | | 1.109*** | 1.121*** |

| | | | | |
|---|---|---|---|---|
| **Quantile 4 (High efforts, relative to rewards)** | | | 2.020*** | 2.021*** |
| ***R square*** | .016*** | .017*** | .146*** | .147*** |
| ***R* square change** | | .017*** | .130*** | |
| ***Yes = controlled for covariates.*** | | | | |
| ***No = not controlled for covariates.*** | | | | |

***Notes**: n* = 3509. Dependent variable = Job burnout. Covariates = age, spouse, educational attainment, age of the youngest cohabitating child, and number of cohabitating children. Depicted are the parameter estimates. Significance level: *** p<.000, ** p<.01, * p<.05.

*Table 16. Results of the **ordinal regression analysis** to test H1a, H1b and H2a. Operationalizations used: full-time work versus part-time work and median split quantiles.*

| **Variables** | **Model 0 (no)** | **Model 1 (yes) (H1a/H1b)** | **Model 0 (no)** | **Model 2 (yes) (H2a)** |
|---|---|---|---|---|
| **Part-time work (1-29 hrs)** | Baseline | Baseline | Baseline | Baseline |
| **Full-time work (≥ 30 hrs)** | .491*** | .469*** | .455*** | .447*** |
| **Low effort, high rewards** | | | Baseline | Baseline |
| **High effort, high rewards** | | | .587*** | .595*** |
| **Low effort, low rewards** | | | -.049 | -.054 |
| **High effort, low rewards** | | | 1.119*** | 1.115*** |

| | | | | |
|---|---|---|---|---|
| ***R square*** | .016*** | .017*** | .103*** | .103*** |
| **R square change** | | .017*** | .087*** | |

***Yes = controlled for covariates.***

***No = not controlled for covariates.***

***Notes****: n* =3509. Dependent variable = Job burnout. Covariates = age, spouse, educational attainment, age of the youngest cohabitating child, and number of cohabitating children. Depicted are the unstandardized regression coefficients. Significance level: *** p<.000, ** p<.01, * p<.05.

*Table 17. Results of the **ordinal regression** analysis to test H1a, H1b and H2a. Operationalizations used: marginal part-time work versus substantial part-time work, full-time work, moderate overtime work, heavy overtime work and median split quantiles.*

| **Variables** | **Model 0 (no)** | **Model 1 (yes) (H1a/H1b)** | **Model 3 (no)** | **Model 2 (yes) (H2a)** |
|---|---|---|---|---|
| **Marginal part-time work (1-16 hrs)** | Baseline | Baseline | Baseline | Baseline |
| **Substantial part-time work (17–34 hrs)** | .393*** | .372*** | .229** | .221* |
| **Full-time work (35-40 hrs)** | .642*** | .600*** | .515*** | .500*** |
| **Moderate overtime work (41-45 hrs)** | 1.199*** | 1.162** | .936*** | .919*** |
| **Heavy overtime work (46 hrs or more)** | .925*** | .915*** | .846*** | .838*** |
| **Low effort, high rewards** | | | Baseline | Baseline |
| **High effort, high rewards** | | | .581*** | .592*** |
| **Low effort, low rewards** | | | -.025 | -.029 |

| | | | | |
|---|---|---|---|---|
| **High effort, low rewards** | | | 1.119*** | 1.114*** |
| ***R square*** | .022*** | .023*** | .105*** | .106*** |
| ***R* square change** | | .023*** | .083*** | |
| ***Yes = controlled for covariates.*** | | | | |
| ***No = not controlled for covariates.*** | | | | |

***Notes**: n* =3509. Dependent variable = Job burnout. Covariates = age, spouse, educational attainment, age of the youngest cohabitating child, and number of cohabitating children. Depicted are the parameter estimates. Significance level: *** p<.000, ** p<.01, * p<.05.

*Table 18. Results of the **ordinal regression** analysis to test H3. Operationalizations used: marginal part-time work versus substantial part-time work, full-time work, moderate overtime work, heavy overtime work and ratio quantiles.*

| **Variables** | **Model 0 (no)** | **Model 1 (yes)** |
|---|---|---|
| **Marginal part-time work (1-16 hrs)** | Baseline | Baseline |
| **Substantial part-time work (17–34 hrs)** | .289 | .296 |
| **Full-time work (35-40 hrs)** | .427* | .437* |
| **Moderate overtime work (41-45 hrs)** | 1.027** | 1.004** |
| **Heavy overtime work (46 hrs or more)** | 1.168** | 1.181** |
| **Quantile 1 (low efforts, relative to rewards)** | Baseline | Baseline |
| **Quantile 2** | .740*** | .777*** |
| **Quantile 3** | .898*** | .953*** |
| **Quantile 4 (high efforts, relative to rewards)** | 2.311*** | 2.326*** |

| | | |
|---|---|---|
| **Marginal part-time work * quantile 1** | Baseline | Baseline |
| **Marginal part-time work * quantile 2** | Baseline | Baseline |
| **Marginal part-time work * quantile 3** | Baseline | Baseline |
| **Marginal part-time work * quantile 4** | Baseline | Baseline |
| **Substantial part-time work * quantile 1** | Baseline | Baseline |
| **Substantial part-time work * quantile 2** | -.271 | -.287 |
| **Substantial part-time work * quantile 3** | .052 | .-.008 |
| **Substantial part-time work * quantile 4** | -.355 | -.368 |
| **Full-time work * quantile 1** | Baseline | Baseline |
| **Full-time work * quantile 2** | -.081 | -.126 |
| **Full-time work * quantile 3** | .424 | .382 |
| **Full-time work * quantile 4** | -.264 | -.273 |
| **Moderate overtime work * quantile 1** | Baseline | Baseline |
| **Moderate overtime work * quantile 2** | -.069 | -.092 |
| **Moderate overtime work * quantile 3** | .206 | .172 |
| **Moderate overtime work * quantile 4** | -.563 | -.534 |
| **Heavy overtime work * quantile 1** | Baseline | Baseline |
| **Heavy overtime work * quantile 2** | -.600 | -.663 |
| **Heavy overtime work * quantile 3** | .110 | .053 |
| **Heavy overtime work * quantile 4** | -.604 | -.648 |
| ***R square*** | .151*** | .152*** |
| ***R* square change** | | .001 |

***Yes = controlled for covariates.***

***No = not controlled for covariates.***

***Notes**: n* =3509. Dependent variable = Job burnout. Covariates = age, spouse, educational attainment, age of the youngest cohabitating child, and number of cohabitating children. Depicted are the parameter estimates. Significance level: *** p<.000, ** p<.01, * p<.05.

*Table 19. Results of the **ordinal regression** analysis to test H3. Operationalizations used: part-time work versus full-time work and ratio quantiles.*

| **Variables** | **Model 0 (no)** | **Model 1 (yes) (H3)** |
|---|---|---|
| **Part-time work (1-29 hrs)** | Baseline | Baseline |
| **Full-time work (≥ 30 hrs)** | .515*** | .517*** |
| **Quantile 1 (low efforts, relative to rewards** | Baseline | Baseline |
| **Quantile 2** | .652** | .680*** |
| **Quantile 3** | 1.017*** | 1.036*** |
| **Quantile 4 (High efforts, relative to rewards)** | 2.118*** | 2.134*** |
| **Full-time work * quantile 1** | Baseline | Baseline |
| **Full-time work * quantile 2** | -.110 | -.148 |
| **Full-time work * quantile 3** | .168 | .152 |
| **Full-time work * quantile 4** | -.149 | -.176 |

| | | |
|---|---|---|
| ***R square*** | .147*** | .147*** |
| **R square change** | | .001 |
| ***Yes = controlled for covariates.*** | | |
| ***No = not controlled for covariates.*** | | |

***Notes****: n* = 3509. Dependent variable = Job burnout. Covariates = age, spouse, educational attainment, age of the youngest cohabitating child, and number of cohabitating children. Depicted are the parameter estimates. Significance level: *** p<.000, ** p<.01, * p<.05.

*Table 20. Results of the **ordinal regression** analysis to test H3. Operationalizations used: part-time work versus full-time work and median split quantiles.*

| **Variables** | **Model 0 (no)** | **Model 1 (yes) (H6)** |
|---|---|---|
| **Part-time work (1-29 hrs)** | Baseline | Baseline |
| **Full-time work (≥ 30 hrs)** | .448*** | .450*** |
| **Low effort, high rewards** | Baseline | Baseline |
| **High effort, high rewards** | .705*** | .728*** |
| **Low effort, low rewards** | -.080 | -.172 |
| **High effort, low rewards** | 1.115*** | 1.111*** |
| **Full-time work * low effort, high rewards** | Baseline | Baseline |

| | | |
|---|---|---|
| **Full-time work * high effort, high rewards** | -.146 | -.172 |
| **Full-time work * low effort, low rewards** | .063 | .037 |
| **Full-time work * high effort, low rewards** | .063 | .062 |
| ***R square*** | .103*** | .104*** |
| ***R* square change** | | .001 |
| ***Yes = controlled for covariates.*** | | |
| ***No = not controlled for covariates.*** | | |

***Notes****: n* = 3509. Dependent variable = Job burnout. Covariates = age, spouse, educational attainment, age of the youngest cohabitating child, and number of cohabitating children. Depicted are the parameter estimates. Significance level: *** p<.000, ** p<.01, * p<.05.

*Table 21. Results of the* ***ordinal regression*** *analysis to test H3. Operationalizations used: marginal part-time work versus substantial part-time work, full-time work, moderate overtime work, heavy overtime work and median split quantiles.*

| **Variables** | **Model 0 (no)** | **Model 1 (yes)** **(H6)** |
|---|---|---|
| **Marginal part-time work (1-16 hrs)** | Baseline | Baseline |
| **Substantial part-time work (17–34 hrs)** | .541** | .536** |
| **Full-time work (35-40 hrs)** | .597** | .591** |
| **Moderate overtime work (41-45 hrs)** | 1.268*** | 1.252*** |
| **Heavy overtime work (46 hrs or more)** | 1.119*** | 1.119*** |
| **Low effort, high rewards** | Baseline | Baseline |
| **High effort, high rewards** | 1.072*** | 1.045*** |
| **Low effort, low rewards** | .218 | .235 |

| | | |
|---|---|---|
| **High effort, low rewards** | 1.363*** | 1.369*** |
| **Marginal part-time work * low effort, high rewards** | Baseline | Baseline |
| **Marginal part-time work * high effort, high rewards** | Baseline | Baseline |
| **Marginal part-time work * low effort, low rewards** | Baseline | Baseline |
| **Marginal part-time work * high effort, low rewards** | Baseline | Baseline |
| **Substantial part-time work * low effort, high rewards** | Baseline | Baseline |
| **Substantial part-time work * high effort, high rewards** | -.555* | -.500 |
| **Substantial part-time work * low effort, low rewards** | -.438 | -.454 |
| **Substantial part-time work * high effort, low rewards** | -.359 | -.378 |
| **Full-time work * low effort, high rewards** | Baseline | Baseline |
| **Full-time work * high effort, high rewards** | -.317 | -.228 |
| **Full-time work * low effort, low rewards** | -.143 | -.169 |
| **Full-time work * high effort, low rewards** | -.148 | -.160 |
| **Moderate overtime work * low effort, high rewards** | Baseline | Baseline |
| **Moderate overtime work * high effort, high rewards** | -.905* | -.867* |
| **Moderate overtime work * low effort, low rewards** | -.049 | -.081 |
| **Moderate overtime work * high effort, low rewards** | -.297 | -.279 |
| **Heavy overtime work * low effort, high rewards** | Baseline | Baseline |

| | | |
|---|---|---|
| **Heavy overtime work * high effort, high rewards** | -.811* | -.784* |
| **Heavy overtime work * low effort, low rewards** | -.143 | -.038 |
| **Heavy overtime work * high effort, low rewards** | .073 | .062 |
| ***R square*** | .108*** | .109*** |
| ***R* square change** | | .001 |

***Yes = controlled for covariates.***

***No = not controlled for covariates.***

***Notes****: n* =3509. Dependent variable = Job burnout. Covariates = age, spouse, educational attainment, age of the youngest cohabitating child, and number of cohabitating children. Depicted are the parameter estimates. Significance level: *** p<.000, ** p<.01, * p<.05.

# Appendix 4.

*Table 3. Results of the Ordinary least squares analysis to test H1a, and H1b with different reference categories of employment status.*

| Variables | Model 1 (yes) | Model 2 (yes) | Model 3 (yes) | Model 4 (yes) |
|---|---|---|---|---|
| **Marginal part-time work (1-16 hrs)** | -.131* | -.262*** | -.602*** | -.529*** |
| **Substantial part-time work (17–34 hrs)** | Baseline | -.131** | -.471*** | -.398*** |
| **Full-time work (35-40 hrs)** | .131** | Baseline | -.340*** | -.267*** |
| **Moderate overtime work (41-45 hrs)** | .471*** | .340*** | Baseline | .073 |
| **Heavy overtime work (46 hrs or more)** | .398*** | .267*** | -.073 | Baseline |

***Yes = controlled for covariates.***

***No = not controlled for covariates.***

***Notes****: n* = 3509. Dependent variable = Job burnout. Covariates = age, spouse, educational attainment, age of the youngest cohabitating child, and number of cohabitating children. Depicted are the unstandardized regression coefficients. Significance level: *** p<.000, ** p<.01, * p<.05.

# Appendix 5. (Survey)

Link to survey:
https://www.eurofound.europa.eu/sites/default/files/ef_survey/field_ef_documents/6th_ewcs_2015_final_source_master_questionnaire_in_english_v2.pdf

# Appendix 6. (Syntax)

**note: Mediation analysis is not available in syntax, due to external package Hayes Process v3.3 macro. The output can be found in YoDa.**

```
DATASET ACTIVATE DataSet2.
FILTER OFF.
USE ALL.
SELECT IF (Q2a = 2).
EXECUTE.

USE ALL.
COMPUTE filter_$=(Country = 1 | Country = 2 | Country = 11 | Country = 20 | Country = 28).
VARIABLE LABELS filter_$ 'Country = 1 | Country = 2 | Country = 11 | Country = 20 | Country = 28 '+
    '(FILTER)'.
VALUE LABELS filter_$ 0 'Not Selected' 1 'Selected'.
FORMATS filter_$ (f1.0).
FILTER BY filter_$.
EXECUTE.

COMPUTE JobBurnout=Q90d.
EXECUTE.

RECODE Q24 (Lowest thru 29=0) (30 thru Highest=1) INTO Employment2.
VARIABLE LABELS  Employment2 'Employment2'.
EXECUTE.

RECODE Q24 (Lowest thru 29=1) (ELSE=0) INTO Parttime.
VARIABLE LABELS  Parttime 'Part-time'.
EXECUTE.

RELIABILITY
  /VARIABLES=Q45a Q45b Q45c Q45d Q45e
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
```

```
 /STATISTICS=DESCRIPTIVE SCALE CORR
 /SUMMARY=TOTAL.

COMPUTE Workfamilyimbalance=Q45a + Q45b + Q45c + Q45d + Q45e.
EXECUTE.

COMPUTE effortdemands=Q49a + Q49b + Q30a + Q30b + Q30c + Q30g + Q30h.
EXECUTE.

COMPUTE rewardsalary=Q89a.
EXECUTE.

COMPUTE rewardselfesteem=Q90f.
EXECUTE.

COMPUTE rewardcareeropp=Q89b.
EXECUTE.

COMPUTE rewardjobsecurity=Q89g.
EXECUTE.

RECODE rewardsalary (5=1) (4=2) (3=3) (2=4) (1=5) INTO Rewardsalary2.
VARIABLE LABELS  Rewardsalary2 'Rewardssalary2'.
EXECUTE.
```

```
RECODE Q90f (5=1) (4=2) (3=3) (2=4) (1=5) INTO rewardsselfesteem2.
VARIABLE LABELS  rewardsselfesteem2 'rewardsselfesteem2'.
EXECUTE.



RECODE rewardcareeropp (5=1) (4=2) (3=3) (2=4) (1=5) INTO rewardcareeropp2.
VARIABLE LABELS  rewardcareeropp2 'rewardcareeropp2'.
EXECUTE.

RELIABILITY
  /VARIABLES=Rewardsalary2 rewardsselfesteem2 rewardcareeropp2 rewardjobsecurity
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /STATISTICS=DESCRIPTIVE SCALE CORR
  /SUMMARY=TOTAL.

COMPUTE rewards=Rewardsalary2 + rewardsselfesteem2 + rewardcareeropp2 + rewardjobsecurity.
EXECUTE.



RECODE Q49a (7=1) (6=2) (5=3) (4=4) (3=5) (2=6) (1=7) INTO demandsrecode1.
VARIABLE LABELS  demandsrecode1 'demandsrecode1'.
EXECUTE.

RECODE Q49b (7=1) (6=2) (5=3) (4=4) (3=5) (2=6) (1=7) INTO recodedemands2.
VARIABLE LABELS  recodedemands2 'recodedemands2'.
EXECUTE.

RECODE Q30a (7=1) (6=2) (5=3) (4=4) (3=5) (2=6) (1=7) INTO recodedemands3.
VARIABLE LABELS  recodedemands3 'recodedemands3'.
EXECUTE.

RECODE Q30b (7=1) (6=2) (5=3) (4=4) (3=5) (2=6) (1=7) INTO recodedemands4.
```

```
VARIABLE LABELS  recodedemands4 'recodedemands4'.
EXECUTE.

RECODE Q30c (7=1) (6=2) (5=3) (4=4) (3=5) (2=6) (1=7) INTO recodedemands5.
VARIABLE LABELS  recodedemands5 'recodedemands5'.
EXECUTE.

RECODE Q30g (7=1) (6=2) (5=3) (4=4) (3=5) (2=6) (1=7) INTO recodedemands6.
VARIABLE LABELS  recodedemands6 'recodedemands6'.
EXECUTE.

RECODE Q30h (7=1) (6=2) (5=3) (4=4) (3=5) (2=6) (1=7) INTO recodedemands7.
VARIABLE LABELS  recodedemands7 'recodedemands7'.
EXECUTE.

RELIABILITY
  /VARIABLES=demandsrecode1 recodedemands2 recodedemands3 recodedemands4 recodedemands5
    recodedemands6 recodedemands7
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /STATISTICS=DESCRIPTIVE SCALE CORR
  /SUMMARY=TOTAL.

COMPUTE effortdemandsrecode=demandsrecode1 + recodedemands2 + recodedemands3 + recodedemands4 +
    recodedemands5 + recodedemands6 + recodedemands7.
EXECUTE.

FILTER OFF.
USE ALL.
SELECT IF (JobBurnout = 1 | JobBurnout = 2 | JobBurnout = 3 | JobBurnout = 4 | JobBurnout = 5).
EXECUTE.

USE ALL.
COMPUTE filter_$=(ISCED = 1 | ISCED = 2 | ISCED = 3 | ISCED = 4 | ISCED = 5 | ISCED = 6 | ISCED = 7
```

```
   | ISCED = 8 | ISCED = 9).
VARIABLE LABELS filter_$ 'ISCED = 1 | ISCED = 2 | ISCED = 3 | ISCED = 4 | ISCED = 5 | ISCED = 6 '+
   '| ISCED = 7 | ISCED = 8 | ISCED = 9 (FILTER)'.
VALUE LABELS filter_$ 0 'Not Selected' 1 'Selected'.
FORMATS filter_$ (f1.0).
FILTER BY filter_$.
EXECUTE.

RECODE JobBurnout (5=1) (4=2) (3=3) (2=4) (1=5) INTO JobBurnoutrecode.
VARIABLE LABELS  JobBurnoutrecode 'lowscore=lowburnout'.
EXECUTE.

DATASET ACTIVATE DataSet1.
RECODE yng_child_cat (0=1) (ELSE=0) INTO no_children.
VARIABLE LABELS  no_children 'no_children '.
EXECUTE.

RECODE yng_child_cat (1 thru 3=1) (ELSE=0) INTO ages0_12.
VARIABLE LABELS  ages0_12 'ages0_12'.
EXECUTE.

RECODE yng_child_cat (4 thru 6=1) (ELSE=0) INTO ages13_26higher.
VARIABLE LABELS  ages13_26higher 'ages13_26higher'.
EXECUTE.

COMPUTE probability_MAH14=1 - CDF.CHISQ(MAH_14,9).
EXECUTE.

COMPUTE outlier=probability_MAH14 < .001.
EXECUTE.

DATASET COPY  Mastherthesiswithoutoutliers.
DATASET ACTIVATE  Mastherthesiswithoutoutliers.
FILTER OFF.
```

```
USE ALL.
SELECT IF (outlier = 0).
EXECUTE.
DATASET ACTIVATE  DataSet1.

DATASET ACTIVATE Mastherthesiswithoutoutliers.
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE ZPP
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER Q2b ISCED partner children_num ages0_12 ages13_26higher
  /METHOD=ENTER Employment2 effortrewardimbalance

  /METHOD=ENTER interaction_fulltimeERI
  /SCATTERPLOT=(*ZRESID ,*ZPRED)
  /RESIDUALS NORMPROB(ZRESID)
  /SAVE MAHAL COOK.

DATASET ACTIVATE DataSet1.
RECODE Q45a (5=1) (4=2) (3=3) (2=4) (1=5) INTO recode45A.
VARIABLE LABELS  recode45A 'recode45A'.
EXECUTE.

RECODE Q45b (5=1) (4=2) (3=3) (2=4) (1=5) INTO Q45brecode.
VARIABLE LABELS  Q45brecode 'Q45brecode'.
EXECUTE.

RECODE Q45c (5=1) (4=2) (3=3) (2=4) (1=5) INTO Q45Crecode.
VARIABLE LABELS  Q45Crecode 'Q45Crecode'.
EXECUTE.

RECODE Q45d (5=1) (4=2) (3=3) (2=4) (1=5) INTO Q45Drecode.
```

```
VARIABLE LABELS  Q45Drecode 'Q45Drecode'.
EXECUTE.

RECODE Q45e (5=1) (4=2) (3=3) (2=4) (1=5) INTO Q45Erecode.
VARIABLE LABELS  Q45Erecode 'Q45Erecode'.
EXECUTE.

COMPUTE recodeworkfamilyimbalance=recode45A + Q45brecode + Q45Crecode + Q45Drecode +
Q45Erecode.
EXECUTE.

DATASET ACTIVATE DataSet1.
COMPUTE rewardsscale=rewards / 5.
EXECUTE.

COMPUTE effortscale=effortdemandsrecode / 7.
EXECUTE.

COMPUTE ERIScale=effortscale / (rewardsscale * 1.75).
EXECUTE.

compute logERI_scale=LG10(ERIScale).
execute.

DATASET ACTIVATE DataSet1.
FREQUENCIES VARIABLES=rewards
  /STATISTICS=MEDIAN
  /ORDER=ANALYSIS.

FREQUENCIES VARIABLES=effortdemandsrecode
  /STATISTICS=MEDIAN
  /ORDER=ANALYSIS.

RECODE effortdemandsrecode (17 thru Highest=1) (ELSE=0) INTO High_effort.
VARIABLE LABELS  High_effort 'High_effort'.
```

```
EXECUTE.

RECODE effortdemandsrecode (Lowest thru 17=1) (ELSE=0) INTO low_effort.
VARIABLE LABELS  low_effort 'low_effort'.
EXECUTE.

RECODE rewards (15 thru Highest=1) (ELSE=0) INTO high_rewards.
VARIABLE LABELS  high_rewards 'high_rewards'.
EXECUTE.

RECODE rewards (Lowest thru 15=1) (ELSE=0) INTO low_rewards.
VARIABLE LABELS  low_rewards 'low_rewards'.
EXECUTE.

COMPUTE Higheffort_Highreward=High_effort * high_rewards.
EXECUTE.

COMPUTE Higheffort_lowreward=High_effort * low_rewards.
EXECUTE.

COMPUTE loweffort_lowreward=low_effort * low_rewards.
EXECUTE.

COMPUTE loweffort_highreward=low_effort * high_rewards.
EXECUTE.

FREQUENCIES VARIABLES=logERI_scale
  /NTILES=4
  /STATISTICS=MINIMUM MAXIMUM
  /ORDER=ANALYSIS.



COMPUTE Log1_ERIScale=LG10(ERIScale + 1).
EXECUTE.
```

```
FREQUENCIES VARIABLES=Log1_ERIScale
  /NTILES=4
  /STATISTICS=MINIMUM MAXIMUM
  /ORDER=ANALYSIS.

RECODE Log1_ERIScale  (SYSMIS=SYSMIS) (Lowest thru .1293=1) (ELSE=0) INTO quartile_1.
VARIABLE LABELS  quartile_1 'quartile_1'.
EXECUTE.

RECODE Log1_ERIScale  (SYSMIS=SYSMIS) (.1294 thru .1651=1) (ELSE=0) INTO quartile_2.
VARIABLE LABELS  quartile_2 'quartile_2'.
EXECUTE.

RECODE Log1_ERIScale  (SYSMIS=SYSMIS) (.1652 thru .2142=1) (ELSE=0) INTO quartile_3.
VARIABLE LABELS  quartile_3 'quartile_3'.
EXECUTE.

RECODE Log1_ERIScale  (SYSMIS=SYSMIS) (.2143 thru Highest=1) (ELSE=0) INTO quartile_4.
VARIABLE LABELS  quartile_4 'quartile_4'.
EXECUTE.

COMPUTE interaction_quartile1=Employment2 * quartile_1.
EXECUTE.

COMPUTE interaction_quartile2=Employment2 * quartile_2.
EXECUTE.

COMPUTE interaction_quartile3=Employment2 * quartile_3.
EXECUTE.

COMPUTE interaction_quartile4=Employment2 * quartile_4.
EXECUTE.
```

```
COMPUTE interaction_LE_HR=Employment2 * loweffort_highreward.
EXECUTE.

COMPUTE interaction_LE_LR=Employment2 * loweffort_lowreward.
EXECUTE.

COMPUTE interaction_HE_HR=Employment2 * Higheffort_Highreward.
EXECUTE.

COMPUTE interaction_HE_LR=Employment2 * Higheffort_lowreward.
EXECUTE.

DATASET ACTIVATE DataSet1.
RECODE Q24 (1 thru 16=1) (ELSE=0) INTO marginal_parttime.
VARIABLE LABELS  marginal_parttime 'marginal_parttime'.
EXECUTE.

RECODE Q24 (17 thru 34=1) (ELSE=0) INTO substantial_parttime.
VARIABLE LABELS  substantial_parttime 'substantial_parttime'.
EXECUTE.

RECODE Q24 (35 thru 40=1) (ELSE=0) INTO fulltimehours.
VARIABLE LABELS  fulltimehours 'fulltimehours'.
EXECUTE.

RECODE Q24 (41 thru 45=1) (ELSE=0) INTO moderate_overtime.
VARIABLE LABELS  moderate_overtime 'moderate_overtime'.
EXECUTE.

RECODE Q24 (46 thru Highest=1) (ELSE=0) INTO heavy_overtime.
VARIABLE LABELS  heavy_overtime 'heavy_overtime'.
EXECUTE.

COMPUTE interaction_quartile1Mparttime=marginal_parttime * quartile_1.
```

```
EXECUTE.

COMPUTE interaction_quartile2Mparttime=marginal_parttime * quartile_2.
EXECUTE.

COMPUTE interaction_quartile3Mparttime=marginal_parttime * quartile_3.
EXECUTE.

COMPUTE interaction_quartile4Mparttime=marginal_parttime * quartile_4.
EXECUTE.

COMPUTE interaction_quartile1Sparttime=substantial_parttime * quartile_1.
EXECUTE.


COMPUTE interaction_quartile2Sparttime=substantial_parttime * quartile_2.
EXECUTE.

COMPUTE interaction_quartile3Sparttime=substantial_parttime * quartile_3.
EXECUTE.

COMPUTE interaction_quartile4Sparttime=substantial_parttime * quartile_4.
EXECUTE.

COMPUTE interaction_quartile1Fulltime=fulltimehours * quartile_1.
EXECUTE.

COMPUTE interaction_quartile2Fulltime=fulltimehours * quartile_2.
EXECUTE.

COMPUTE interaction_quartile3Fulltime=fulltimehours * quartile_3.
EXECUTE.

COMPUTE interaction_quartile4Fulltime=fulltimehours * quartile_4.
```

```
EXECUTE.

COMPUTE interaction_quartile1Moderate=moderate_overtime * quartile_1.
EXECUTE.

COMPUTE interaction_quartile2Moderate=moderate_overtime * quartile_2.
EXECUTE.

COMPUTE interaction_quartile3Moderate=moderate_overtime * quartile_3.
EXECUTE.

COMPUTE interaction_quartile4Moderate=moderate_overtime * quartile_4.
EXECUTE.

COMPUTE interaction_quartile1Heavy=heavy_overtime * quartile_1.
EXECUTE.

COMPUTE interaction_quartile2Heavy=heavy_overtime * quartile_2.
EXECUTE.

COMPUTE interaction_quartile3Heavy=heavy_overtime * quartile_3.
EXECUTE.

COMPUTE interaction_quartile4Heavy=heavy_overtime * quartile_4.
EXECUTE.

RECODE children_num (0=0) (1=1) (2=2) (3=3) (4 thru 6=4) INTO child_numbers.
VARIABLE LABELS  child_numbers 'child_numbers'.
EXECUTE.

RECODE ISCED (1=1) (ELSE=0) INTO EDU1.
VARIABLE LABELS  EDU1 'EDU1'.
EXECUTE.
```

```
RECODE ISCED (2=1) (ELSE=0) INTO EDU2.
VARIABLE LABELS  EDU2 'EDU2'.
EXECUTE.

RECODE ISCED (3=1) (ELSE=0) INTO EDU3.
VARIABLE LABELS  EDU3 'EDU3'.
EXECUTE.

RECODE ISCED (4=1) (ELSE=0) INTO EDU4.
VARIABLE LABELS  EDU4 'EDU4'.
EXECUTE.

RECODE ISCED (5=1) (ELSE=0) INTO EDU5.
VARIABLE LABELS  EDU5 'EDU5'.
EXECUTE.

RECODE ISCED (6=1) (ELSE=0) INTO EDU6.
VARIABLE LABELS  EDU6 'EDU6'.
EXECUTE.

RECODE ISCED (7=1) (ELSE=0) INTO EDU7.
VARIABLE LABELS  EDU7 'EDU7'.
EXECUTE.

RECODE ISCED (8=1) (ELSE=0) INTO EDU8.
VARIABLE LABELS  EDU8 'EDU8'.
EXECUTE.

RECODE ISCED (9=1) (ELSE=0) INTO EDU9.
VARIABLE LABELS  EDU9 'EDU9'.
EXECUTE.

DATASET ACTIVATE DataSet1.
RECODE child_numbers (0=1) (ELSE=0) INTO nochild.
```

```
VARIABLE LABELS  nochild 'nochild'.
EXECUTE.

RECODE child_numbers (1=1) (ELSE=0) INTO child_1.
VARIABLE LABELS  child_1 'child_1'.
EXECUTE.

RECODE child_numbers (2=1) (ELSE=0) INTO child_2.
VARIABLE LABELS  child_2 'child_2'.
EXECUTE.

RECODE child_numbers (3=1) (ELSE=0) INTO child_3.
VARIABLE LABELS  child_3 'child_3'.
EXECUTE.

RECODE child_numbers (4=1) (ELSE=0) INTO child_4ormore.
VARIABLE LABELS  child_4ormore 'child_4ormore'.
EXECUTE.


RECODE yng_child_cat (0=1) (ELSE=0) INTO age0_child.
VARIABLE LABELS  age0_child 'age0_child'.
EXECUTE.

RECODE yng_child_cat (1=1) (ELSE=0) INTO age1_child.
VARIABLE LABELS  age1_child 'age1_child'.
EXECUTE.

RECODE yng_child_cat (2=1) (ELSE=0) INTO age2_child.
VARIABLE LABELS  age2_child 'age2_child'.
EXECUTE.

RECODE yng_child_cat (3=1) (ELSE=0) INTO age3_child.
VARIABLE LABELS  age3_child 'age3_child'.
```

```
EXECUTE.

RECODE yng_child_cat (4=1) (ELSE=0) INTO age4_child.
VARIABLE LABELS  age4_child 'age4_child'.
EXECUTE.

RECODE yng_child_cat (5=1) (ELSE=0) INTO age5_child.
VARIABLE LABELS  age5_child 'age5_child'.
EXECUTE.

REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL CHANGE ZPP
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER Q2b partner child_1 child_2 child_3 child_4ormore age1_child age2_child age3_child
    age4_child age5_child EDU2 EDU3 EDU4 EDU5 EDU6 EDU7 EDU8 EDU9
  /METHOD=ENTER Employment2
  /METHOD=ENTER quartile_2 quartile_3 quartile_4
  /METHOD=ENTER interaction_fulltimeQuartile2 interaction_fulltimeQuartile3
    interaction_fulltimeQuartile4.

SELECT IF NOT (SYSMIS(Log1_ERIScale)) AND NOT (SYSMIS(recodeworkfamilyimbalance)).


SELECT IF NOT (SYSMIS(Q95f)).

COMPUTE interaction_marginal_HEHR=marginal_parttime * Higheffort_Highreward.
EXECUTE.

COMPUTE interaction_substantial_HEHR=substantial_parttime * Higheffort_Highreward.
EXECUTE.
```

```
COMPUTE interaction_fulltime_HEHR=fulltimehours * Higheffort_Highreward.
EXECUTE.

COMPUTE interaction_moderate_HEHR=moderate_overtime * Higheffort_Highreward.
EXECUTE.

COMPUTE interaction_heavy_HEHR=heavy_overtime * Higheffort_Highreward.
EXECUTE.

COMPUTE interaction_marginal_LELR=marginal_parttime * loweffort_lowreward.
EXECUTE.

COMPUTE interaction_substantial_LELR=substantial_parttime * loweffort_lowreward.
EXECUTE.

COMPUTE interaction_fulltime_LELR=fulltimehours * loweffort_lowreward.
EXECUTE.

COMPUTE interaction_moderate_LELR=moderate_overtime * loweffort_lowreward.
EXECUTE.

COMPUTE interaction_heavy_LELR=heavy_overtime * loweffort_lowreward.
EXECUTE.

COMPUTE interaction_marginal_LEHR=marginal_parttime  * loweffort_highreward.
EXECUTE.

COMPUTE interaction_substantial_LEHR=substantial_parttime  * loweffort_highreward.
EXECUTE.

COMPUTE interaction_fulltime_LEHR=fulltimehours  * loweffort_highreward.
EXECUTE.
```

```
COMPUTE interaction_moderate_LEHR=moderate_overtime  * loweffort_highreward.
EXECUTE.

COMPUTE interaction_heavy_LEHR=heavy_overtime  * loweffort_highreward.
EXECUTE.

COMPUTE interaction_marginal_HELR=marginal_parttime  * Higheffort_lowreward.
EXECUTE.

COMPUTE interaction_substantial_HELR=substantial_parttime  * Higheffort_lowreward.
EXECUTE.

COMPUTE interaction_fulltime_HELR=fulltimehours  * Higheffort_lowreward.
EXECUTE.

COMPUTE interaction_moderate_HELR=moderate_overtime  * Higheffort_lowreward.
EXECUTE.

COMPUTE interaction_heavy_HELR=heavy_overtime  * Higheffort_lowreward.
EXECUTE.

RELIABILITY
  /VARIABLES=demandsrecode1 recodedemands2 recodedemands3 recodedemands4 recodedemands5
    recodedemands6 recodedemands7
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /STATISTICS=DESCRIPTIVE SCALE
  /SUMMARY=TOTAL MEANS.

RELIABILITY
  /VARIABLES=Rewardsalary2 rewardsselfesteem2 rewardcareeropp2 rewardjobsecurity
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /STATISTICS=DESCRIPTIVE SCALE
```

```
  /SUMMARY=TOTAL.

EXAMINE VARIABLES=JobBurnoutrecode
  /PLOT BOXPLOT STEMLEAF
  /COMPARE VARIABLES
  /STATISTICS DESCRIPTIVES
  /CINTERVAL 95
  /MISSING LISTWISE
  /NOTOTAL.

DATASET ACTIVATE DataSet1.
RECODE yng_child_cat (0=6) (1=1) (2=2) (3=3) (4=4) (5=5) (6=6) INTO yng_child_cat_1.
VARIABLE LABELS  yng_child_cat_1 'yng_child_cat_1'.
EXECUTE.

DATASET ACTIVATE DataSet1.
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER substantial_parttime fulltimehours moderate_overtime heavy_overtime
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1.



REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER substantial_parttime fulltimehours moderate_overtime heavy_overtime quartile_2
    quartile_3 quartile_4
```

```
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1.

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER substantial_parttime fulltimehours moderate_overtime heavy_overtime quartile_2
    quartile_3 quartile_4 interaction_quartile2Sparttime interaction_quartile3Sparttime
    interaction_quartile4Sparttime interaction_quartile2Fulltime interaction_quartile3Fulltime
    interaction_quartile4Fulltime interaction_quartile2Moderate interaction_quartile3Moderate
    interaction_quartile4Moderate interaction_quartile2Heavy interaction_quartile3Heavy
    interaction_quartile4Heavy
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1.

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER Employment2 quartile_2 quartile_3 quartile_4
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1.

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER Employment2
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1.
```

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER Employment2 Higheffort_Highreward loweffort_lowreward Higheffort_lowreward
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1.

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER Employment2
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1.

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER substantial_parttime fulltimehours moderate_overtime heavy_overtime
Higheffort_Highreward loweffort_lowreward Higheffort_lowreward
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1.

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
```

```
  /METHOD=ENTER substantial_parttime fulltimehours moderate_overtime heavy_overtime
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1.

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER Employment2 quartile_2 quartile_3 quartile_4 interaction_quartile2
    interaction_quartile3 interaction_quartile4
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1.

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER substantial_parttime fulltimehours moderate_overtime heavy_overtime
    Higheffort_Highreward loweffort_lowreward Higheffort_lowreward interaction_substantial_HEHR
    interaction_fulltime_HEHR interaction_moderate_HEHR interaction_heavy_HEHR
    interaction_substantial_LELR interaction_fulltime_LELR interaction_moderate_LELR
    interaction_heavy_LELR interaction_substantial_HELR interaction_fulltime_HELR
    interaction_moderate_HELR interaction_heavy_HELR
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1.

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER Employment2 Higheffort_Highreward loweffort_lowreward Higheffort_lowreward
```

```
   interaction_HE_HR interaction_LE_LR interaction_HE_LR
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1.



REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER Employment2 Higheffort_Highreward loweffort_lowreward Higheffort_lowreward
    interaction_HE_HR interaction_LE_LR interaction_HE_LR
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1.

PLUM JobBurnoutrecode BY partner ISCED yng_child_cat_1 child_numbers substantial_parttime
    fulltimehours moderate_overtime heavy_overtime quartile_2 quartile_3 quartile_4 WITH Q2b
  /CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6)
SINGULAR(1.0E-8)
  /LINK=LOGIT
  /PRINT=FIT PARAMETER SUMMARY TPARALLEL
  /SAVE=ESTPROB PREDCAT PCPROB ACPROB.



RECODE substantial_parttime (1=0) (0=1) INTO substantial_parttime_OR.
VARIABLE LABELS  substantial_parttime_OR 'substantial_parttime_OR'.
EXECUTE.

RECODE marginal_parttime (1=0) (0=1) INTO marginal_parttime_OR.
VARIABLE LABELS  marginal_parttime_OR 'marginal_parttime_OR'.
EXECUTE.

RECODE fulltimehours (1=0) (0=1) INTO fulltime_OR.
VARIABLE LABELS  fulltime_OR 'fulltime_OR'.
```

```
EXECUTE.

RECODE moderate_overtime (1=0) (0=1) INTO moderate_OR.
VARIABLE LABELS  moderate_OR 'moderate_OR'.
EXECUTE.

RECODE heavy_overtime (1=0) (0=1) INTO heavy_OR.
VARIABLE LABELS  heavy_OR 'heavy_OR'.
EXECUTE.

PLUM JobBurnoutrecode BY partner ISCED yng_child_cat_1 child_numbers quartile_2 quartile_3
    quartile_4 substantial_parttime_OR fulltime_OR moderate_OR heavy_OR WITH Q2b
  /CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6)
SINGULAR(1.0E-8)
  /LINK=LOGIT
  /PRINT=FIT PARAMETER SUMMARY TPARALLEL
  /SAVE=ESTPROB PREDCAT PCPROB ACPROB.

RECODE quartile_1 (1=0) (0=1) INTO quartile_1_OR.
VARIABLE LABELS  quartile_1_OR 'quartile_1_OR'.
EXECUTE.

RECODE quartile_2 (1=0) (0=1) INTO quantile_2_OR.
VARIABLE LABELS  quantile_2_OR 'quantile_2_OR'.
EXECUTE.

RECODE quartile_3 (1=0) (0=1) INTO Quantile_3_OR.
VARIABLE LABELS  Quantile_3_OR 'Quantile_3_OR'.
EXECUTE.

RECODE quartile_4 (1=0) (0=1) INTO quantile_4_OR.
VARIABLE LABELS  quantile_4_OR 'quantile_4_OR'.
EXECUTE.

PLUM JobBurnoutrecode BY partner ISCED yng_child_cat_1 child_numbers substantial_parttime_OR
```

```
    fulltime_OR moderate_OR heavy_OR quantile_2_OR Quantile_3_OR quantile_4_OR WITH Q2b
  /CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6)
SINGULAR(1.0E-8)
  /LINK=LOGIT
  /PRINT=FIT PARAMETER SUMMARY TPARALLEL
  /SAVE=ESTPROB PREDCAT PCPROB ACPROB.

PLUM JobBurnoutrecode BY partner ISCED yng_child_cat_1 child_numbers substantial_parttime_OR
    fulltime_OR moderate_OR heavy_OR quantile_2_OR Quantile_3_OR quantile_4_OR
    interaction_quartile2Sparttime interaction_quartile3Sparttime interaction_quartile4Sparttime
    interaction_quartile2Fulltime interaction_quartile3Fulltime interaction_quartile4Fulltime
    interaction_quartile2Moderate interaction_quartile3Moderate interaction_quartile4Moderate
    interaction_quartile2Heavy interaction_quartile3Heavy interaction_quartile4Heavy WITH Q2b
  /CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6)
SINGULAR(1.0E-8)
  /LINK=LOGIT
  /PRINT=FIT PARAMETER SUMMARY TPARALLEL
  /SAVE=ESTPROB PREDCAT PCPROB ACPROB.


RECODE interaction_quartile1Mparttime (1=0) (0=1) INTO interaction_quantile1Mparttime_OR.
VARIABLE LABELS  interaction_quantile1Mparttime_OR 'interaction_quantile1Mparttime_OR'.
EXECUTE.

RECODE interaction_quartile2Mparttime (1=0) (0=1) INTO interaction_quantile2Mparttime_OR.
VARIABLE LABELS  interaction_quantile2Mparttime_OR 'interaction_quantile2Mparttime_OR'.
EXECUTE.

RECODE interaction_quartile3Mparttime (1=0) (0=1) INTO interaction_quantile3Mparttime_OR.
VARIABLE LABELS  interaction_quantile3Mparttime_OR 'interaction_quantile3Mparttime_OR'.
EXECUTE.

RECODE interaction_quartile4Mparttime (1=0) (0=1) INTO interaction_quantile4Mparttime_OR.
VARIABLE LABELS  interaction_quantile4Mparttime_OR 'interaction_quantile4Mparttime_OR'.
EXECUTE.
```

```
RECODE interaction_quartile1Sparttime (1=0) (0=1) INTO interaction_quantile1Sparttime_OR.
VARIABLE LABELS  interaction_quantile1Sparttime_OR 'interaction_quantile1Sparttime_OR'.
EXECUTE.

RECODE interaction_quartile2Sparttime (1=0) (0=1) INTO interaction_quantile2Sparttime_OR.
VARIABLE LABELS  interaction_quantile2Sparttime_OR 'interaction_quantile2Sparttime_OR'.
EXECUTE.

RECODE interaction_quartile3Sparttime (1=0) (0=1) INTO interaction_quantile3Sparttime_OR.
VARIABLE LABELS  interaction_quantile3Sparttime_OR 'interaction_quantile3Sparttime_OR'.
EXECUTE.

RECODE interaction_quartile4Sparttime (1=0) (0=1) INTO interaction_quantile4Sparttime_OR.
VARIABLE LABELS  interaction_quantile4Sparttime_OR 'interaction_quantile4Sparttime_OR'.
EXECUTE.

RECODE interaction_quartile1Fulltime (1=0) (0=1) INTO interaction_quantile1Fulltime_OR.
VARIABLE LABELS  interaction_quantile1Fulltime_OR 'interaction_quantile1Fulltime_OR'.
EXECUTE.

RECODE interaction_quartile2Fulltime (1=0) (0=1) INTO interaction_quantile2Fulltime_OR.
VARIABLE LABELS  interaction_quantile2Fulltime_OR 'interaction_quantile2Fulltime_OR'.
EXECUTE.

RECODE interaction_quartile3Fulltime (1=0) (0=1) INTO interaction_quantile3Fulltime_OR.
VARIABLE LABELS  interaction_quantile3Fulltime_OR 'interaction_quantile3Fulltime_OR'.
EXECUTE.

RECODE interaction_quartile4Fulltime (1=0) (0=1) INTO interaction_quantile4Fulltime_OR.
VARIABLE LABELS  interaction_quantile4Fulltime_OR 'interaction_quantile4Fulltime_OR'.
EXECUTE.

RECODE interaction_quartile1Moderate (1=0) (0=1) INTO interaction_quantile1Moderate_OR.
```

```
VARIABLE LABELS  interaction_quantile1Moderate_OR 'interaction_quantile1Moderate_OR'.
EXECUTE.

RECODE interaction_quartile2Moderate (1=0) (0=1) INTO interaction_quantile2Moderate_OR.
VARIABLE LABELS  interaction_quantile2Moderate_OR 'interaction_quantile2Moderate_OR'.
EXECUTE.

RECODE interaction_quartile3Moderate (1=0) (0=1) INTO interaction_quantile3Moderate_OR.
VARIABLE LABELS  interaction_quantile3Moderate_OR 'interaction_quantile3Moderate_OR'.
EXECUTE.

RECODE interaction_quartile4Moderate (1=0) (0=1) INTO interaction_quantile4Moderate_OR.
VARIABLE LABELS  interaction_quantile4Moderate_OR 'interaction_quantile4Moderate_OR'.
EXECUTE.

RECODE interaction_quartile1Heavy (1=0) (0=1) INTO interaction_quantile1Heavy_OR.
VARIABLE LABELS  interaction_quantile1Heavy_OR 'interaction_quantile1Heavy_OR'.
EXECUTE.

RECODE interaction_quartile2Heavy (1=0) (0=1) INTO interaction_quantile2Heavy_OR.
VARIABLE LABELS  interaction_quantile2Heavy_OR 'interaction_quantile2Heavy_OR'.
EXECUTE.

RECODE interaction_quartile3Heavy (1=0) (0=1) INTO interaction_quantile3Heavy_OR.
VARIABLE LABELS  interaction_quantile3Heavy_OR 'interaction_quantile3Heavy_OR'.
EXECUTE.

RECODE interaction_quartile4Heavy (1=0) (0=1) INTO interaction_quantile4Heavy_OR.
VARIABLE LABELS  interaction_quantile4Heavy_OR 'interaction_quantile4Heavy_OR'.
EXECUTE.

PLUM JobBurnoutrecode BY partner ISCED yng_child_cat_1 child_numbers substantial_parttime_OR
    fulltime_OR moderate_OR heavy_OR quantile_2_OR Quantile_3_OR quantile_4_OR
    interaction_quantile2Sparttime_OR interaction_quantile3Sparttime_OR
```

```
    interaction_quantile4Sparttime_OR interaction_quantile2Fulltime_OR interaction_quantile3Fulltime_OR
    interaction_quantile4Fulltime_OR interaction_quantile2Moderate_OR interaction_quantile3Moderate_OR
    interaction_quantile4Moderate_OR interaction_quantile2Heavy_OR interaction_quantile3Heavy_OR
    interaction_quantile4Heavy_OR WITH Q2b
  /CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6)
SINGULAR(1.0E-8)
  /LINK=LOGIT
  /PRINT=FIT PARAMETER SUMMARY TPARALLEL
  /SAVE=ESTPROB PREDCAT PCPROB ACPROB.

PLUM JobBurnoutrecode BY substantial_parttime_OR fulltime_OR moderate_OR heavy_OR quantile_2_OR
    Quantile_3_OR quantile_4_OR interaction_quantile2Sparttime_OR interaction_quantile3Sparttime_OR
    interaction_quantile4Sparttime_OR interaction_quantile2Fulltime_OR interaction_quantile3Fulltime_OR
    interaction_quantile4Fulltime_OR interaction_quantile2Moderate_OR interaction_quantile3Moderate_OR
    interaction_quantile4Moderate_OR interaction_quantile2Heavy_OR interaction_quantile3Heavy_OR
    interaction_quantile4Heavy_OR
  /CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6)
SINGULAR(1.0E-8)
  /LINK=LOGIT
  /PRINT=FIT PARAMETER SUMMARY TPARALLEL
  /SAVE=ESTPROB PREDCAT PCPROB ACPROB.

RECODE Higheffort_Highreward (1=0) (0=1) INTO higheffort_highreward_OR.
VARIABLE LABELS  higheffort_highreward_OR 'higheffort_highreward_OR'.
EXECUTE.

RECODE Higheffort_lowreward (1=0) (0=1) INTO Higheffort_lowreward_OR.
VARIABLE LABELS  Higheffort_lowreward_OR 'Higheffort_lowreward_OR'.
EXECUTE.

RECODE loweffort_lowreward (1=0) (0=1) INTO Loweffort_lowreward_OR.
VARIABLE LABELS  Loweffort_lowreward_OR 'Loweffort_lowreward_OR'.
EXECUTE.

RECODE loweffort_highreward (1=0) (0=1) INTO loweffort_highreward_OR.
```

```
VARIABLE LABELS  loweffort_highreward_OR 'loweffort_highreward_OR'.
EXECUTE.

RECODE Employment2 (1=0) (0=1) INTO Fulltime1_OR.
VARIABLE LABELS  Fulltime1_OR 'Fulltime1_OR'.
EXECUTE.

RECODE partner (1=0) (0=1) INTO partner_OR.
VARIABLE LABELS  partner_OR 'partner_OR'.
EXECUTE.

PLUM JobBurnoutrecode BY substantial_parttime_OR fulltime_OR moderate_OR heavy_OR
  /CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6)
SINGULAR(1.0E-8)
  /LINK=LOGIT
  /PRINT=FIT PARAMETER SUMMARY TPARALLEL
  /SAVE=ESTPROB PREDCAT PCPROB ACPROB.

PLUM JobBurnoutrecode BY substantial_parttime_OR fulltime_OR moderate_OR heavy_OR partner_OR
    yng_child_cat ISCED child_numbers WITH Q2b
  /CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6)
SINGULAR(1.0E-8)
  /LINK=LOGIT
  /PRINT=FIT PARAMETER SUMMARY TPARALLEL.

PLUM JobBurnoutrecode BY substantial_parttime_OR fulltime_OR moderate_OR heavy_OR partner_OR
    yng_child_cat ISCED child_numbers quantile_2_OR Quantile_3_OR quantile_4_OR WITH Q2b
  /CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6)
SINGULAR(1.0E-8)
  /LINK=LOGIT
  /PRINT=FIT PARAMETER SUMMARY TPARALLEL.

PLUM JobBurnoutrecode BY substantial_parttime_OR fulltime_OR moderate_OR heavy_OR quantile_2_OR
    Quantile_3_OR quantile_4_OR
  /CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6)
SINGULAR(1.0E-8)
```

/LINK=LOGIT

/PRINT=FIT PARAMETER SUMMARY TPARALLEL.

PLUM JobBurnoutrecode BY Fulltime1_OR quantile_2_OR Quantile_3_OR quantile_4_OR

/CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6) SINGULAR(1.0E-8)

/LINK=LOGIT

/PRINT=FIT PARAMETER SUMMARY TPARALLEL.

PLUM JobBurnoutrecode BY Fulltime1_OR quantile_2_OR Quantile_3_OR quantile_4_OR partner ISCED

yng_child_cat yng_child_cat_1 child_numbers WITH Q2b

/CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6) SINGULAR(1.0E-8)

/LINK=LOGIT

/PRINT=FIT PARAMETER SUMMARY TPARALLEL.

PLUM JobBurnoutrecode BY Fulltime1_OR partner ISCED yng_child_cat yng_child_cat_1 child_numbers

WITH Q2b

/CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6) SINGULAR(1.0E-8)

/LINK=LOGIT

/PRINT=FIT PARAMETER SUMMARY TPARALLEL.

PLUM JobBurnoutrecode BY Fulltime1_OR

/CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6) SINGULAR(1.0E-8)

/LINK=LOGIT

/PRINT=FIT PARAMETER SUMMARY TPARALLEL.

PLUM JobBurnoutrecode BY Fulltime1_OR higheffort_highreward_OR Loweffort_lowreward_OR

Higheffort_lowreward_OR partner_OR yng_child_cat_1 child_numbers ISCED WITH Q2b

/CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6) SINGULAR(1.0E-8)

/LINK=LOGIT

/PRINT=FIT PARAMETER SUMMARY TPARALLEL.

```
PLUM JobBurnoutrecode BY Fulltime1_OR higheffort_highreward_OR Loweffort_lowreward_OR
    Higheffort_lowreward_OR
  /CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6)
SINGULAR(1.0E-8)
  /LINK=LOGIT
  /PRINT=FIT PARAMETER SUMMARY TPARALLEL.

PLUM JobBurnoutrecode BY higheffort_highreward_OR Loweffort_lowreward_OR Higheffort_lowreward_OR
    substantial_parttime_OR fulltime_OR moderate_OR heavy_OR
  /CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6)
SINGULAR(1.0E-8)
  /LINK=LOGIT
  /PRINT=FIT PARAMETER SUMMARY TPARALLEL.

PLUM JobBurnoutrecode BY higheffort_highreward_OR Loweffort_lowreward_OR Higheffort_lowreward_OR
    substantial_parttime_OR fulltime_OR moderate_OR heavy_OR partner_OR yng_child_cat_1 child_numbers
ISCED WITH Q2b
  /CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6)
SINGULAR(1.0E-8)
  /LINK=LOGIT
  /PRINT=FIT PARAMETER SUMMARY TPARALLEL.

PLUM JobBurnoutrecode BY Fulltime1_OR quantile_2_OR Quantile_3_OR quantile_4_OR
    interaction_quantile2Sparttime_OR interaction_quantile3Sparttime_OR
    interaction_quantile4Sparttime_OR interaction_quantile2Fulltime_OR interaction_quantile3Fulltime_OR
    interaction_quantile4Fulltime_OR interaction_quantile2Moderate_OR interaction_quantile3Moderate_OR
    interaction_quantile4Moderate_OR interaction_quantile2Heavy_OR interaction_quantile3Heavy_OR
    interaction_quantile4Heavy_OR
  /CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6)
SINGULAR(1.0E-8)
  /LINK=LOGIT
  /PRINT=FIT PARAMETER SUMMARY TPARALLEL.

DATASET ACTIVATE DataSet1.
RECODE interaction_LE_HR (1=0) (0=1) INTO Interaction_LE_HR_OR.
VARIABLE LABELS  Interaction_LE_HR_OR 'Interaction_LE_HR_OR'.
```

```
EXECUTE.

RECODE interaction_LE_LR (1=0) (0=1) INTO interaction_LE_LR_OR.
VARIABLE LABELS  interaction_LE_LR_OR 'interaction_LE_LR_OR'.
EXECUTE.

RECODE interaction_HE_HR (1=0) (0=1) INTO interaction_HE_HR_OR.
VARIABLE LABELS  interaction_HE_HR_OR 'interaction_HE_HR_OR'.
EXECUTE.

RECODE interaction_HE_LR (1=0) (0=1) INTO interaction_HE_LR_OR.
VARIABLE LABELS  interaction_HE_LR_OR 'interaction_HE_LR_OR'.
EXECUTE.

PLUM JobBurnoutrecode BY Fulltime1_OR higheffort_highreward_OR Loweffort_lowreward_OR
    Higheffort_lowreward_OR interaction_HE_HR_OR interaction_LE_LR_OR interaction_HE_LR_OR
    yng_child_cat_1 child_numbers ISCED partner WITH Q2b
  /CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6)
SINGULAR(1.0E-8)
  /LINK=LOGIT
  /PRINT=FIT PARAMETER SUMMARY.

PLUM JobBurnoutrecode BY Fulltime1_OR higheffort_highreward_OR Loweffort_lowreward_OR
    Higheffort_lowreward_OR interaction_HE_HR_OR interaction_LE_LR_OR interaction_HE_LR_OR
  /CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6)
SINGULAR(1.0E-8)
  /LINK=LOGIT
  /PRINT=FIT PARAMETER SUMMARY.

RECODE interaction_quartile1 (1=0) (0=1) INTO interaction_quantile1_OR.
VARIABLE LABELS  interaction_quantile1_OR 'interaction_quantile1_OR'.
EXECUTE.

RECODE interaction_quartile2 (1=0) (0=1) INTO interaction_quantile2_OR.
VARIABLE LABELS  interaction_quantile2_OR 'interaction_quantile2_OR'.
```

```
EXECUTE.

RECODE interaction_quartile3 (1=0) (0=1) INTO interaction_quantile3_OR.
VARIABLE LABELS  interaction_quantile3_OR 'interaction_quantile3_OR'.
EXECUTE.

RECODE interaction_quartile4 (1=0) (0=1) INTO interaction_quantile4_OR.
VARIABLE LABELS  interaction_quantile4_OR 'interaction_quantile4_OR'.
EXECUTE.

PLUM JobBurnoutrecode BY Fulltime1_OR yng_child_cat_1 child_numbers ISCED partner quantile_2_OR
    Quantile_3_OR quantile_4_OR interaction_quantile2_OR interaction_quantile3_OR
    interaction_quantile4_OR WITH Q2b
  /CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6)
SINGULAR(1.0E-8)
  /LINK=LOGIT
  /PRINT=FIT PARAMETER SUMMARY.

PLUM JobBurnoutrecode BY Fulltime1_OR quantile_2_OR
    Quantile_3_OR quantile_4_OR interaction_quantile2_OR interaction_quantile3_OR
    interaction_quantile4_OR
  /CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6)
SINGULAR(1.0E-8)
  /LINK=LOGIT
  /PRINT=FIT PARAMETER SUMMARY.

RECODE interaction_marginal_HEHR (1=0) (0=1) INTO interaction_marginal_HEHR_OR.
VARIABLE LABELS  interaction_marginal_HEHR_OR 'interaction_marginal_HEHR_OR'.
EXECUTE.

RECODE interaction_substantial_HEHR (1=0) (0=1) INTO interaction_substantial_HEHR_OR.
VARIABLE LABELS  interaction_substantial_HEHR_OR 'interaction_substantial_HEHR_OR'.
EXECUTE.

RECODE interaction_fulltime_HEHR (1=0) (0=1) INTO interaction_fulltime_HEHR_OR.
```

```
VARIABLE LABELS  interaction_fulltime_HEHR_OR 'interaction_fulltime_HEHR_OR'.
EXECUTE.

RECODE interaction_moderate_HEHR (1=0) (0=1) INTO interaction_moderate_HEHR_OR.
VARIABLE LABELS  interaction_moderate_HEHR_OR 'interaction_moderate_HEHR_OR'.
EXECUTE.

RECODE interaction_heavy_HEHR (1=0) (0=1) INTO interaction_heavy_HEHR_OR.
VARIABLE LABELS  interaction_heavy_HEHR_OR 'interaction_heavy_HEHR_OR'.
EXECUTE.

RECODE interaction_marginal_LELR (1=0) (0=1) INTO interaction_marginal_LELR_OR.
VARIABLE LABELS  interaction_marginal_LELR_OR 'interaction_marginal_LELR_OR'.
EXECUTE.

RECODE interaction_substantial_LELR (1=0) (0=1) INTO interaction_substantial_LELR_OR.
VARIABLE LABELS  interaction_substantial_LELR_OR 'interaction_substantial_LELR_OR'.
EXECUTE.

RECODE interaction_fulltime_LELR (1=0) (0=1) INTO interaction_fulltime_LELR_OR.
VARIABLE LABELS  interaction_fulltime_LELR_OR 'interaction_fulltime_LELR_OR'.
EXECUTE.

RECODE interaction_moderate_LELR (1=0) (0=1) INTO interaction_moderate_LELR_OR.
VARIABLE LABELS  interaction_moderate_LELR_OR 'interaction_moderate_LELR_OR'.
EXECUTE.

RECODE interaction_heavy_LELR (1=0) (0=1) INTO interaction_heavy_LELR_OR.
VARIABLE LABELS  interaction_heavy_LELR_OR 'interaction_heavy_LELR_OR'.
EXECUTE.

RECODE interaction_marginal_LEHR (1=0) (0=1) INTO interaction_marginal_LEHR_OR.
VARIABLE LABELS  interaction_marginal_LEHR_OR 'interaction_marginal_LEHR_OR'.
EXECUTE.
```

```
RECODE interaction_substantial_LEHR (1=0) (0=1) INTO interaction_substantial_LEHR_OR.
VARIABLE LABELS  interaction_substantial_LEHR_OR 'interaction_substantial_LEHR_OR'.
EXECUTE.

RECODE interaction_fulltime_LEHR (1=0) (0=1) INTO interaction_fulltime_LEHR_OR.
VARIABLE LABELS  interaction_fulltime_LEHR_OR 'interaction_fulltime_LEHR_OR'.
EXECUTE.

RECODE interaction_moderate_LEHR (1=0) (0=1) INTO interaction_moderate_LEHR_OR.
VARIABLE LABELS  interaction_moderate_LEHR_OR 'interaction_moderate_LEHR_OR'.
EXECUTE.

RECODE interaction_heavy_LEHR (1=0) (0=1) INTO interaction_heavy_LEHR_OR.
VARIABLE LABELS  interaction_heavy_LEHR_OR 'interaction_heavy_LEHR_OR'.
EXECUTE.

RECODE interaction_marginal_HELR (1=0) (0=1) INTO interaction_marginal_HELR_OR.
VARIABLE LABELS  interaction_marginal_HELR_OR 'interaction_marginal_HELR_OR'.
EXECUTE.

RECODE interaction_substantial_HELR (1=0) (0=1) INTO interaction_substantial_HELR_OR.
VARIABLE LABELS  interaction_substantial_HELR_OR 'interaction_substantial_HELR_OR'.
EXECUTE.

RECODE interaction_fulltime_HELR (1=0) (0=1) INTO interaction_fulltime_HELR_OR.
VARIABLE LABELS  interaction_fulltime_HELR_OR 'interaction_fulltime_HELR_OR'.
EXECUTE.

RECODE interaction_moderate_HELR (1=0) (0=1) INTO interaction_moderate_HELR_OR.
VARIABLE LABELS  interaction_moderate_HELR_OR 'interaction_moderate_HELR_OR'.
EXECUTE.

RECODE interaction_heavy_HELR (1=0) (0=1) INTO interaction_heavy_HELR_OR.
```

```
VARIABLE LABELS  interaction_heavy_HELR_OR 'interaction_heavy_HELR_OR'.
EXECUTE.

PLUM JobBurnoutrecode BY yng_child_cat_1 child_numbers ISCED partner substantial_parttime_OR
    fulltime_OR moderate_OR heavy_OR higheffort_highreward_OR Loweffort_lowreward_OR
    Higheffort_lowreward_OR interaction_substantial_HEHR_OR interaction_fulltime_HEHR_OR
    interaction_moderate_HEHR_OR interaction_heavy_HEHR_OR interaction_substantial_LELR_OR
    interaction_fulltime_LELR_OR interaction_moderate_LELR_OR interaction_heavy_LELR_OR
    interaction_substantial_HELR_OR interaction_fulltime_HELR_OR interaction_moderate_HELR_OR
    interaction_heavy_HELR_OR WITH Q2b
  /CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6)
SINGULAR(1.0E-8)
  /LINK=LOGIT
  /PRINT=FIT PARAMETER SUMMARY.

PLUM JobBurnoutrecode BY substantial_parttime_OR
    fulltime_OR moderate_OR heavy_OR higheffort_highreward_OR Loweffort_lowreward_OR
    Higheffort_lowreward_OR interaction_substantial_HEHR_OR interaction_fulltime_HEHR_OR
    interaction_moderate_HEHR_OR interaction_heavy_HEHR_OR interaction_substantial_LELR_OR
    interaction_fulltime_LELR_OR interaction_moderate_LELR_OR interaction_heavy_LELR_OR
    interaction_substantial_HELR_OR interaction_fulltime_HELR_OR interaction_moderate_HELR_OR
    interaction_heavy_HELR_OR
  /CRITERIA=CIN(95) DELTA(0) LCONVERGE(0) MXITER(100) MXSTEP(5) PCONVERGE(1.0E-6)
SINGULAR(1.0E-8)
  /LINK=LOGIT
  /PRINT=FIT PARAMETER SUMMARY.

MEANS TABLES=partner Q2b Q24 ISCED JobBurnoutrecode recodeworkfamilyimbalance quartile_4
    Higheffort_lowreward children_num youngestchild Log1_ERIScale BY Employment2
  /CELLS=MEAN COUNT STDDEV.

DATASET ACTIVATE DataSet1.
REGRESSION
  /MISSING LISTWISE
 /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE ZPP
```

```
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER substantial_parttime fulltimehours moderate_overtime heavy_overtime
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1
   /SCATTERPLOT=(*ZRESID ,*ZPRED)
  /RESIDUALS DURBIN NORMPROB(ZRESID)
  /SAVE MAHAL COOK.


REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE ZPP
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER substantial_parttime fulltimehours moderate_overtime heavy_overtime quartile_2
    quartile_3 quartile_4
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1
    /SCATTERPLOT=(*ZRESID ,*ZPRED)
  /RESIDUALS DURBIN NORMPROB(ZRESID)
  /SAVE MAHAL COOK.

REGRESSION
  /MISSING LISTWISE
 /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE ZPP
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER substantial_parttime fulltimehours moderate_overtime heavy_overtime quartile_2
    quartile_3 quartile_4 interaction_quartile2Sparttime interaction_quartile3Sparttime
    interaction_quartile4Sparttime interaction_quartile2Fulltime interaction_quartile3Fulltime
    interaction_quartile4Fulltime interaction_quartile2Moderate interaction_quartile3Moderate
    interaction_quartile4Moderate interaction_quartile2Heavy interaction_quartile3Heavy
```

```
   interaction_quartile4Heavy
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1
   /SCATTERPLOT=(*ZRESID ,*ZPRED)
  /RESIDUALS DURBIN NORMPROB(ZRESID)
  /SAVE MAHAL COOK.

REGRESSION
  /MISSING LISTWISE
 /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE ZPP
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER Employment2 quartile_2 quartile_3 quartile_4
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1
    /SCATTERPLOT=(*ZRESID ,*ZPRED)
  /RESIDUALS DURBIN NORMPROB(ZRESID)
  /SAVE MAHAL COOK.

REGRESSION
  /MISSING LISTWISE
 /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE ZPP
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER Employment2
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1
    /SCATTERPLOT=(*ZRESID ,*ZPRED)
  /RESIDUALS DURBIN NORMPROB(ZRESID)
  /SAVE MAHAL COOK.


REGRESSION
  /MISSING LISTWISE
 /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE ZPP
```

```
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER Employment2 Higheffort_Highreward loweffort_lowreward Higheffort_lowreward
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1
    /SCATTERPLOT=(*ZRESID ,*ZPRED)
  /RESIDUALS DURBIN NORMPROB(ZRESID)
  /SAVE MAHAL COOK.

REGRESSION
  /MISSING LISTWISE
 /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE ZPP
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER Employment2
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1
    /SCATTERPLOT=(*ZRESID ,*ZPRED)
  /RESIDUALS DURBIN NORMPROB(ZRESID)
  /SAVE MAHAL COOK.

REGRESSION
  /MISSING LISTWISE
 /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE ZPP
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER substantial_parttime fulltimehours moderate_overtime heavy_overtime
Higheffort_Highreward loweffort_lowreward Higheffort_lowreward
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1
    /SCATTERPLOT=(*ZRESID ,*ZPRED)
  /RESIDUALS DURBIN NORMPROB(ZRESID)
  /SAVE MAHAL COOK.

REGRESSION
```

```
  /MISSING LISTWISE
 /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE ZPP
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER substantial_parttime fulltimehours moderate_overtime heavy_overtime
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1
    /SCATTERPLOT=(*ZRESID ,*ZPRED)
  /RESIDUALS DURBIN NORMPROB(ZRESID)
  /SAVE MAHAL COOK.

REGRESSION
  /MISSING LISTWISE
 /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE ZPP
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER Employment2 quartile_2 quartile_3 quartile_4 interaction_quartile2
    interaction_quartile3 interaction_quartile4
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1
    /SCATTERPLOT=(*ZRESID ,*ZPRED)
  /RESIDUALS DURBIN NORMPROB(ZRESID)
  /SAVE MAHAL COOK.

REGRESSION
  /MISSING LISTWISE
 /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE ZPP
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER substantial_parttime fulltimehours moderate_overtime heavy_overtime
    Higheffort_Highreward loweffort_lowreward Higheffort_lowreward interaction_substantial_HEHR
    interaction_fulltime_HEHR interaction_moderate_HEHR interaction_heavy_HEHR
    interaction_substantial_LELR interaction_fulltime_LELR interaction_moderate_LELR
```

```
    interaction_heavy_LELR interaction_substantial_HELR interaction_fulltime_HELR
    interaction_moderate_HELR interaction_heavy_HELR
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1
    /SCATTERPLOT=(*ZRESID ,*ZPRED)
  /RESIDUALS DURBIN NORMPROB(ZRESID)
  /SAVE MAHAL COOK.

REGRESSION
  /MISSING LISTWISE
 /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE ZPP
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER Employment2 Higheffort_Highreward loweffort_lowreward Higheffort_lowreward
    interaction_HE_HR interaction_LE_LR interaction_HE_LR
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1
    /SCATTERPLOT=(*ZRESID ,*ZPRED)
  /RESIDUALS DURBIN NORMPROB(ZRESID)
  /SAVE MAHAL COOK.



REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING LISTWISE
 /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE ZPP
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT JobBurnoutrecode
  /METHOD=ENTER Employment2 Higheffort_Highreward loweffort_lowreward Higheffort_lowreward
    interaction_HE_HR interaction_LE_LR interaction_HE_LR
  /METHOD=ENTER Q2b ISCED partner child_numbers yng_child_cat_1
    /SCATTERPLOT=(*ZRESID ,*ZPRED)
  /RESIDUALS DURBIN NORMPROB(ZRESID)
```

/SAVE MAHAL COOK.