

Appendix B: Descriptive Statistics

A1. Australian citizen	Total	N	30	
		%	100%	
	Yes	N	30	
		%	100%	
	No	N	0	
		%	0%	
A2. Full time worker	Total	N	30	
		%	100%	
	Yes	N	30	
		%	100%	
	No	N	0	
		%	0%	
	Don't Know	N	0	
		%	0%	
	A3. Self employed	Total	N	30
			%	100%
		Yes	N	0
			%	0%
No		N	30	
		%	100%	
Don't Know	N	0		
	%	0%		
B1. Duration of employment	Total	N	30	
		%	100%	
	NETT UP TO 1 YEAR	N	9	
		%	30%	
	Less than 3 months	N	0	
		%	0%	
	3 months - 1 year	N	9	
		%	30%	
	NETT BEWTEEN 1- 5 YEARS	N	15	
		%	50%	
	Between 1 and 2 years	N	10	
		%	33%	
	Between 3 and 5 years	N	5	
		%	17%	
	NETT MORE THAN 5 YEARS	N	6	
		%	20%	
	Between 6 and 9 years	N	6	
		%	20%	
	More than 10 years	N	0	
		%	0%	
	NETT DK	N	0	
		%	0%	
Don't know	N	0		
	%	0%		

B2. Intention to stay	Total	N	29
		%	100%
	NETT UP TO 1 YEAR	N	2
		%	7%
	Less than 3 months	N	0
		%	0%
	3 months - 1 year	N	2
		%	7%
	NETT BEWTEEN 1- 5 YEARS	N	13
		%	45%
	Between 1 and 2 years	N	8
		%	28%
	Between 3 and 5 years	N	5
		%	17%
	NETT MORE THAN 5 YEARS	N	6
		%	21%
	Between 6 and 9 years	N	2
		%	7%
More than 10 years	N	4	
	%	14%	
NETT DK	N	8	
	%	28%	
Don't know	N	8	
	%	28%	
B3. Positive word of mouth	Total	N	30
		%	100%
	Not once	N	0
		%	0%
	Once or twice	N	7
		%	23%
	3 to 5 times	N	15
		%	50%
	6 to 10 times	N	3
		%	10%
More than 10 times	N	3	
	%	10%	
Don't know/Can't remember	N	2	
	%	7%	
B4. Negative word of mouth	Total	N	30
		%	100%
	Not once	N	5
		%	17%
	Once or twice	N	13
		%	43%
	3 to 5 times	N	5
		%	17%
6 to 10 times	N	2	
	%	7%	

	More than 10 times	N	3
		%	10%
	Don't know/Can't remember	N	2
		%	7%
B5.a) Emotionally attached	Total	N	30
		%	100%
	1	N	1
		%	3%
	2	N	1
		%	3%
	3	N	5
		%	17%
	4	N	2
		%	7%
	5	N	5
		%	17%
	6	N	4
		%	13%
7	N	4	
	%	13%	
8	N	4	
	%	13%	
9	N	2	
	%	7%	
10	N	2	
	%	7%	
B5. b) Autonomy	Total	N	30
		%	100%
	1	N	0
		%	0%
	2	N	0
		%	0%
	3	N	1
		%	3%
	4	N	1
		%	3%
	5	N	5
		%	17%
	6	N	3
		%	10%
7	N	7	
	%	23%	
8	N	3	
	%	10%	
9	N	5	
	%	17%	
10	N	5	
	%	17%	

B5. c) Identify with goals	Total	N	30
		%	100%
	1	N	0
		%	0%
	2	N	0
		%	0%
	3	N	4
		%	13%
	4	N	2
		%	7%
	5	N	1
		%	3%
	6	N	0
		%	0%
	7	N	7
		%	23%
	8	N	9
		%	30%
	9	N	3
		%	10%
10	N	4	
	%	13%	
B5. d) Financial consequences	Total	N	30
		%	100%
	1	N	8
		%	27%
	2	N	4
		%	13%
	3	N	3
		%	10%
	4	N	1
		%	3%
	5	N	6
		%	20%
	6	N	0
		%	0%
	7	N	5
		%	17%
	8	N	2
		%	7%
	9	N	0
		%	0%
10	N	1	
	%	3%	
B5. e) Social consequences	Total	N	30
		%	100%
	1	N	9
	%	30%	

	2	N	8	
		%	27%	
	3	N	4	
		%	13%	
	4	N	2	
		%	7%	
	5	N	4	
		%	13%	
	6	N	1	
		%	3%	
	7	N	2	
		%	7%	
	8	N	0	
		%	0%	
	9	N	0	
		%	0%	
	10	N	0	
		%	0%	
	B5. f) Family friendly policies	Total	N	30
			%	100%
	1	N	0	
		%	0%	
	2	N	1	
		%	3%	
	3	N	2	
		%	7%	
	4	N	0	
		%	0%	
	5	N	3	
		%	10%	
	6	N	1	
		%	3%	
	7	N	3	
		%	10%	
	8	N	7	
		%	23%	
	9	N	7	
		%	23%	
	10	N	6	
		%	20%	
B5. g) Obligation	Total	N	30	
		%	100%	
	1	N	9	
		%	30%	
	2	N	6	
		%	20%	
	3	N	3	
		%	10%	

	4	N	3
		%	10%
	5	N	3
		%	10%
	6	N	0
		%	0%
	7	N	1
		%	3%
	8	N	2
		%	7%
	9	N	2
		%	7%
	10	N	1
		%	3%
B5. a) Emotionally attached	Mean	5.77	
	Std. Dev	2.40	
B5. b) Autonomy	Mean	7.27	
	Std. Dev	1.98	
B5. c) Identify with goals	Mean	7.10	
	Std. Dev	2.22	
B5. d) Financial consequences	Mean	4.00	
	Std. Dev	2.69	
B5. e) Social consequences	Mean	2.83	
	Std. Dev	1.88	
B5. f) Family friendly policies	Mean	7.63	
	Std. Dev	2.25	
B5. g) Obligation	Mean	3.60	
	Std. Dev	2.84	
B6. Attraction of alternatives	Total	N	30
		%	100%
	1	N	2
		%	7%
	2	N	2
		%	7%
	3	N	8
		%	27%
	4	N	0
		%	0%
	5	N	3
		%	10%
	6	N	2
		%	7%
	7	N	7
		%	23%
	8	N	2
		%	7%
9	N	1	
	%	3%	

	10	N	3
		%	10%
B6. Attraction of alternatives	Mean		5.37
	Std. Dev		2.74
C1. Overtime per week	Total	N	30
		%	100%
	NETT NONE	N	10
		%	33%
	No hours	N	10
		%	33%
	NETT AT LEAST SOME	N	19
		%	63%
	Up to 1 hour	N	4
		%	13%
	1-3 hours	N	9
		%	30%
	Between 3-5 hours	N	0
		%	0%
	More than 5 hours	N	6
		%	20%
NETT DK	N	1	
	%	3%	
Don't know/ Can't remember	N	1	
	%	3%	
C2. Overtime comfortable with	Total	N	30
		%	100%
	NETT NONE	N	6
		%	20%
	No hours	N	6
		%	20%
	NETT AT LEAST SOME	N	23
		%	77%
	Up to 1 hour	N	4
		%	13%
	1-3 hours	N	9
		%	30%
	Between 3-5 hours	N	4
		%	13%
	More than 5 hours	N	6
		%	20%
NETT DK	N	1	
	%	3%	
Don't know/ Can't remember	N	1	
	%	3%	
C3. Discretionary effort	Total	N	30
		%	100%
	NETT HIGH DISCRETIONARY EFFECT	N	28
		%	93%

	I always try my hardest to achieve my work goals, no matter how un realistic they are	N	11
		%	37%
	I always try my hardest to achieve my work goals, as long as they are realistic	N	17
		%	57%
	NETT MEDIUM DISCRETIONARY EFFECT	N	1
		%	3%
	I sometimes try my hardest to achieve my work goals	N	1
		%	3%
	NETT LOW DISCRETIONARY EFFECT	N	0
		%	0%
	I rarely try my hardest to achieve my work goals	N	0
		%	0%
	I never really try my hardest to achieve goals	N	0
		%	0%
NETT DK	N	1	
	%	3%	
Don't know	N	1	
	%	3%	
C4. Job satisfaction	Total	N	30
		%	100%
	NETT UNSATISFIED	N	4
		%	13%
	Very unsatisfied	N	3
		%	10%
	Unsatisfied	N	1
		%	3%
	NETT NETURAL	N	3
		%	10%
	Neither satisfied or unsatisfied	N	3
		%	10%
	NETT SATISFIED	N	23
		%	77%
Satisfied	N	11	
	%	37%	
Very satisfied	N	12	
	%	40%	
D1. Work affecting personal	Total	N	30
		%	100%
	On a daily basis	N	0
		%	0%
	On a weekly basis	N	10
		%	33%
	On a monthly basis	N	10
		%	33%
	On a year basis	N	3
		%	10%
	Never	N	5
		%	17%

	Don't know	N	2
		%	7%
D2. Occurrence of sacrifice	Total	N	30
		%	100%
	On a daily basis	N	3
		%	10%
	On a weekly basis	N	4
		%	13%
	On a monthly basis	N	12
		%	40%
	On a year basis	N	5
	%	17%	
Never	N	2	
	%	7%	
Don't know	N	4	
	%	13%	
D3. Which sphere wins out?	Total	N	30
		%	100%
	Work sphere	N	12
		%	40%
	Personal sphere	N	6
		%	20%
It's about even	N	12	
	%	40%	
D4. Lottery	Total	N	30
		%	100%
	Yes	N	16
		%	53%
	No	N	2
		%	7%
	Maybe	N	11
	%	37%	
Don't know	N	1	
	%	3%	
D5. Reason	Total	N	26
		%	100%
	Dislike working	N	1
		%	4%
	Dislike job	N	0
		%	0%
	Wouldn't need the money	N	1
		%	4%
	Enjoy working	N	1
		%	4%
Enjoy job	N	2	
	%	8%	
Committed to the organisation	N	0	
	%	0%	

	To stay busy/fill in the time	N	11	
		%	42%	
	Intrinsic rewards	N	5	
		%	19%	
	Have more personal time	N	1	
		%	4%	
	Pursue other paths	N	2	
		%	8%	
	Other	N	2	
		%	8%	
	D6. Work-life balance	Total	N	30
			%	100%
1		N	1	
		%	3%	
2		N	1	
		%	3%	
3		N	1	
		%	3%	
4		N	1	
		%	3%	
5		N	1	
		%	3%	
6		N	1	
		%	3%	
7	N	9		
	%	30%		
8	N	5		
	%	17%		
9	N	5		
	%	17%		
10	N	5		
	%	17%		
D6. Work-life balance	Mean		7.30	
	Std. Dev		2.34	
Z1. Gender	Total	N	30	
		%	100%	
	Male	N	10	
		%	33%	
	Female	N	20	
		%	67%	
Z2. Age	Total	N	29	
		%	100%	
	Under 18 years	N	0	
		%	0%	
	18-24 years	N	16	
		%	55%	
	25-34 years	N	12	
		%	41%	

	35-44 years	N	1
		%	3%
	45-54 years	N	0
		%	0%
	55+ years	N	0
		%	0%
Z3. Occupation	Total	N	29
		%	100%
	Management/Business/Financial/Legal	N	3
		%	10%
	Computer/Mathematical/Architecture/Engineering	N	2
		%	7%
	Community and Social Services	N	2
		%	7%
	Education/Training	N	0
		%	0%
	Arts/Design/Entertainment/Sports/Media	N	2
		%	7%
	Healthcare/Technical	N	5
		%	17%
	Protective Service	N	0
		%	0%
	Hospitality	N	2
		%	7%
	Cleaning/Maintenance	N	0
		%	0%
	Sales/Retail	N	4
		%	14%
	Office/Administrative	N	2
		%	7%
	Agriculture/Horticulture	N	0
		%	0%
	Trade	N	2
		%	7%
	Production/Manufacturing	N	0
		%	0%
	Defence	N	1
		%	3%
	Other	N	4
		%	14%
Z4. Dependent children	Total	N	29
		%	100%
	0	N	28
		%	97%
	1	N	1
		%	3%
	2	N	0
		%	0%

Z5. State	3	N	0
		%	0%
	4	N	0
		%	0%
	5	N	0
		%	0%
	6	N	0
		%	0%
	7	N	0
		%	0%
	8	N	0
		%	0%
	9	N	0
		%	0%
	Total	N	29
		%	100%
	NSW	N	12
		%	41%
VIC	N	17	
	%	59%	
QLD	N	0	
	%	0%	
SA	N	0	
	%	0%	
WA	N	0	
	%	0%	
NT	N	0	
	%	0%	
TAS	N	0	
	%	0%	
ACT	N	0	
	%	0%	