

File: Intervention WLB (spss)

1. Stress before and after intervention

- a. Employee ID.
- b. Gender (1= male, 2= female).
- c. Stress T1 (1-5, 1= very low stress, 5= very high stress).
- d. Stress T2 (1-5, 1= very low stress, 5= very high stress).

File: Intervention WLB (spss)

2. Stress before and after intervention by gender

- a. Employee ID.
- b. Gender (1= male, 2= female).
- c. Stress T1 (1-5, 1= very low stress, 5= very high stress).
- d. Stress T2 (1-5, 1= very low stress, 5= very high stress).

(Steps: Analyze, GLM, Repeated Measures).

File: Value change (spss)

3. Tracking Corporate Value Change Initiative

- 1. In my actions I am always respectful of the local communities associates with ORG.
 - 2. In my actions I am always respectful of ORG's customers.
 - 3. In my actions I am always respectful of ORG's shareholders.
 - 4. In my actions I am always respectful of ORG's employees.
-
- a. FUNCTION (department the employee works in 1: HQ Admin; 2: Sales; 3: HR; 4: Marketing).
 - b. Vals1t1 (value commitment community Time 1).
 - c. Vals2t1 (value commitment customers Time 1).
 - d. Vals3t1 (value commitment shareholders Time 1).
 - e. Vals4t1 (value commitment employees Time 1).
 - f. Vals1t2 (value commitment community Time 2).

- g.** Vals2t2 (value commitment customers Time 2).
- h.** Vals3t2 (value commitment shareholders Time 2).
- i.** Val 4t2 (value commitment employees Time 2).
- j.** Vals1t3 (value commitment community Time 3).
- k.** Vals2t3 (value commitment customers Time 3).
- l.** Vals3t3 (value commitment shareholders Time 3).
- m.** Vals4t3 (value commitment employees Time 3).
- n.** ValsCompositeT1 (composite of the four value commitment items at Time 1).
- o.** ValsCompositeT2 (composite of the four value commitment items at Time2).
- p.** ValsCompositeT3 (composite of the four value commitment items at Time 3).

(Steps: Analyze, GLM, Repeated Measures).

- i.** Assumption of Sphericity: the variance of the differences between each pair of scores is equal.
- ii.** The Mauchly Test: explores whether the variance patterns of the differences between the sets of time-point data look different.
- iii.** The Huynh-Feldt Test: should be used if the Mauchly Test for sphericity is significant.

File: Value change (spss)

4. Tracking Corporate Value Change Initiative by Departments / Functions

(GLM within and between repeated measures).