



UiT The Arctic University of Norway

Department of Psychology, Faculty of Health Sciences

The Role of Need for Cognition in the Association Between Work Demands and Home Outcomes

A quantitative online questionnaire study

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Preface

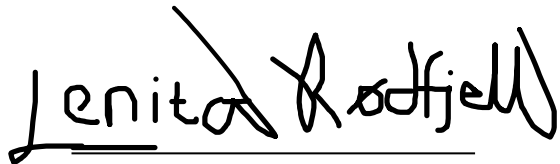
When our beloved Tove I. Dahl, so calm and kindly, informed us that we were to decide on a topic for our thesis within the first few weeks of our time as “pioneers”, my jaw dropped. I had so many fields of interest and so many ideas. How could I possibly decide on what I wanted to devote two years of life writing about? Thankfully, Dr. Dana Unger provided me with great guidance, and together we decided on a topic I believed to be of both personal interest and significance. To Dana, who supervised me throughout this entire journey, I want to thank you for your tremendous help, support, and patience. Thanks to you, I can also say that I am proud of my work and what I have accomplished.

Starting this journey, I knew it would not be a “bed of roses” and it has certainly brought times of frustration and stress. Nevertheless, it has also brought me great times filled with joy, mastery, and personal development. I feel honored and blessed to have gotten to know all my classmates, and you all have in your own way helped me be where I am today. Working alongside such kind and intelligent people has truly inspired me, thank you. To my classmate, housemate, work colleague, gym partner, and best friend, Thea Victoria Moe, I could not have done this without you. Not only have I accomplished writing my thesis, but I have also gained a best friend and partner in life. Thank you for being you.

To my family at home, what would I do without you? Thank you for always telling me that my best is more than good enough. Thank you for telling me that you are proud of me no matter what. Thank you for telling me that everything will be okay. Thank you for always being there.

Finally, I want to thank the master's committee and the Department of Psychology at UiT for the opportunity to learn from such intelligent people and the encouragement to follow our interests. A special thanks to Tove I. Dahl, whom I have tremendous respect for. How you

take pride in your work and have cheered for each of us throughout the years is truly inspiring. Thank you.

A handwritten signature in black ink that reads "Lenita Rødfjell". The signature is written in a cursive style with a prominent underline under the word "Lenita".

Lenita Benedicte Rødfjell

A handwritten signature in black ink that reads "Dana Unger". The signature is written in a cursive style with a horizontal line underneath.

Dr. Dana Unger



The Role of Need for Cognition in the Association Between Work Demands and Home
Outcomes

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Supervisor: Dr. Dana Unger

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Sammendrag

Kjærlighetsrelasjoner er en viktig del av våres liv og forskning viser til at kontekstuelle utfordringer (f.eks., arbeidsmengde), kan negativt påvirke slike relasjoner—et eksempel på jobb–til–liv konflikt. Arbeidet man utfører blir stadig mer komplekst og ansatte må utføre oppgaver som er både ukjente og utfordrende. Selv om slik kvalitativ arbeidsmengde er utbredt blant ansatte, vet vi lite om konsekvensene det kan ha for deres prestasjon i andre livsdomener. Ifølge work-home resources (W-HR) modellen, kan «nøkkelressurser» svekke den negative indirekte effekten av arbeidskrav på utfall i andre livsdomener ved å beskytte individers personlige ressurser. Til tross for viktigheten av nøkkelressurser i forholdet mellom arbeid og liv, er forskning på kognitive motivasjonsvariabler som mulige nøkkelressurser svært begrenset. Basert på W-HR modellen, er det mulig at behovet for kognisjon (NFC) har blitt oversett som en viktig nøkkelressurs som kan svekke det negative indirekte forholdet mellom kvalitativ arbeidsmengde og relasjonskvalitet. For å undersøke dette, gjennomførte vi en spørreundersøkelse som besto av 66 ansatte som var i et kjærlighetsforhold. Vi forventet (1) en negative indirekte effekt av kvalitativ arbeidsmengde på relasjonskvalitet via vigør som modereres av NFC, og (2) en interaktiv effekt av kvalitativ arbeidsmengde og NFC på relasjonskvalitet via positiv affekt. Resultatene viste til at NFC ikke modererte forholdene mellom kvalitativ arbeidsmengde og vigør og positiv affekt, noe som tyder på at NFC ikke representerte en nøkkelressurs i vår forskningsmodell. Funnene er i sterk kontrast til forslagene satt av W-HR modellen, og gir innledende støtte til ideen om affektsymmetri.

Nøkkelord: kvalitativ arbeidsmengde, behovet for kognisjon, jobb–liv konflikt, work-home resources modellen

Abstract

Romantic relationships are an integral part of our lives and research suggests that contextual challenges (e.g., workload), can negatively affect the quality of relationships—an example of work–to–life conflict. Work is becoming increasingly complex, and employees must manage unfamiliar and challenging tasks. Although such qualitative workload is prevalent among employees, little is known about the consequences it has on their performance in other life domains. According to the work-home resources (W-HR) model, key resources buffer the negative indirect effect of work demands on life outcomes by protecting individuals' personal resources. Despite the importance of key resources in the work–life relationship, research on cognitive motivational traits as key resources is, thus far, scarce. Drawing on the W-HR model, we posit that Need for Cognition (NFC) may have been overlooked as a key resource that mitigate the negative indirect relationship between qualitative workload and romantic relationship quality. To examine this, we conducted a questionnaire study comprised of 66 employed individuals who were in a romantic relationship. We expected (1) a negative indirect effect of qualitative workload on relationship quality via vigor that is moderated by NFC, and (2) an interactive effect of qualitative workload and NFC on relationship quality via positive affect. Our results revealed no moderating effect of NFC on the relationships between qualitative workload and positive affect and vigor, suggesting that NFC did not represent a key resource in our model. These findings contradict the W-HR models' propositions and lend initial support to the idea of affect symmetry.

Keywords: qualitative workload, need for cognition, work–life conflict, work-home resources model

The Role of Need for Cognition in the Association Between Work Demands and Home Outcomes

Romantic relationships are a central aspect of people's lives and are linked to individuals' overall health (Robles et al., 2014), happiness (Glenn & Weaver, 1981), life satisfaction (Ng et al., 2008), long-term well-being (Proulx et al., 2007), and longevity (Robles et al., 2014). Romantic relationships are, nonetheless, heavily shaped by the context in which they exist, and evidence suggests that when contextual challenges (e.g., work demands) are present, relationship quality tends to be lower and rates of dissolution higher (Neff & Karney, 2004, 2007). For instance, experiencing an excessive workload is not only negatively related to employees' global well-being (Bowling et al., 2015), but is also found to hamper employees' ability to sustain healthy romantic relationships: higher levels of workload are associated with marital tension (Hughes et al., 1992), negative moods at home (Van Emmerik et al., 2006), wives' marital anger and social withdrawal (Story & Repetti, 2006), husbands' social withdrawal (Repetti, 1989), and poorer marital quality (Crouter et al., 2001). Given the beneficial properties of romantic relationships, it is concerning that work demands may trigger processes that can harm individuals' performance in such domestic roles. That is, experiencing work-to-life conflict (ten Brummelhuis & Bakker, 2012).

As it becomes clear that the boundaries between work and family are turning increasingly permeable and that managing work with family responsibilities is becoming challenging (Bagger & Li, 2012), it is of great importance that we gain insight into the buffering processes of work-life conflict. In their work-home resources (W-HR) model, ten Brummelhuis and Bakker (2012) define work-life conflict as a process whereby the contextual demands in one sphere (e.g., work) deplete one's personal resources (e.g., vigor and positive affect), ultimately leaving insufficient resources to effectively function in the other sphere (e.g., romantic relationships). In other words, personal resources mediate the

relationship between work (home) demands and home (work) outcomes (ten Brummelhuis & Bakker, 2012). The authors further propose key resources (e.g., self-efficacy) as moderators of this relationship. More specifically, key resources are expected to mitigate the negative relationship between work (home) demands and personal resources by facilitating the selection, alteration, and implementation of other resources (ten Brummelhuis & Bakker, 2012).

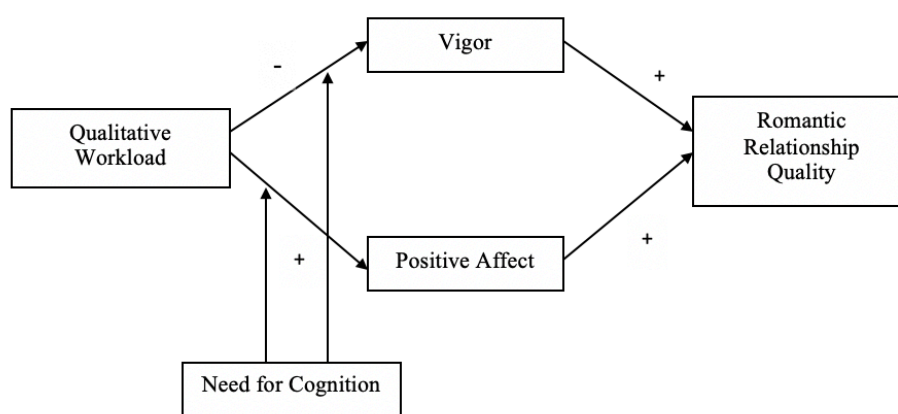
Drawing upon the W-HR model, our research set out to investigate the negative indirect relationship between qualitative workload and romantic relationship quality via positive affect and vigor. Due to the constant technological advancements and the 24-hour economy, work is becoming increasingly complex and cognitively demanding (Fleischhauer et al., 2019). That is, employees are required to manage new, complex, and unfamiliar tasks (i.e., qualitative workload) whilst also upholding effectiveness and cognitive motivation in the face of challenges (Fleischhauer et al., 2019; Meyer & Huenefeld, 2018). Despite qualitative workload increasing in prevalence, most of the research done on workload and its consequences has either focused on the quantitative facet of workload or combined both facets into one measure. Hence, little is known about the discriminant effects of qualitative workload on various outcomes, such as one's personal resources (Bowling et al., 2015).

Moreover, although intellectual abilities have been identified as a key resource in the W-HR model, research on cognitive motivational traits (e.g., Need for Cognition (NFC)) in the relationship between work demands and personal resources is, thus far, scarce (Grass et al., 2017). According to the Demand-Induced Strain Compensation (DISC) model (de Jonge et al., 2008) and the double match of common kind (Jonge & Dormann, 2006), resources are most likely to mitigate the negative effects of work demands if the resources and demands are congruent. That is, resources (e.g., cognitive resources) are most likely to have a buffering effect on demands (e.g., cognitive demands) if the resource matches the demand (Feuerhahn

et al., 2013). Hence, it is possible that NFC has been overlooked as an impactful key resource in the expected relationships between qualitative workload and personal resources. Taken together, we seek to test whether NFC moderates the relationships between qualitative workload, volatile personal resources (i.e., vigor and positive affect), and home outcomes (i.e., relationship quality; see Figure 1).

Figure 1

The Indirect Effect of Qualitative Workload on Relationship Quality



We believe our study contributes to the literature in several ways. First, our study extends the research on the processes underlying work-to-life conflict by investigating NFC as a moderator in the work demands-personal resources relationship. Cognitive motivational traits (e.g., NFC) have, to the best of our knowledge, been neglected as moderators in the demands-personal resources relationship, and our theoretical understanding of the effects of cognitive motivational traits is, thus, largely lacking. As employees are experiencing a surge in cognitive work demands, and in knowing the detrimental effects workload can have on their domestic performances, it is of great importance that we gain a more detailed understanding of the factors that might attenuate the above correlation.

Second, we contribute to a more extensive understanding of the consequences of workload as we are exclusively investigating the qualitative facet of workload and its nomological network. Despite quantitative and qualitative workload being two distinct

demands, previous studies on workload have either combined both constructs into a single measure or solely paid attention to the quantitative facet of workload. Hence, we have little understanding of the potentially differing consequences of quantitative and qualitative workload (Bowling et al., 2015). Again, as qualitative workload is becoming increasingly prevalent amongst employees, it should be of great interest to study the implications of qualitative workload as a distinct measure, separate from quantitative workload.

Third, in acknowledging the scarcity of research on the factors that may contribute to positive marital outcomes (Lewandowski et al., 2014), we are focusing on resources that may attenuate the negative relationship between work demands and relationship quality.

Therefore, redirecting focus from a rather abundant emphasis on the factors that contribute to relationship dysfunction, towards factors that might instead enhance the quality of romantic relationships. This is of great importance as knowledge about the conditions that promote well-being, positive individuals, and thriving communities is just as imperative as our understanding of the causes of adversity (Gable & Haidt, 2005).

Lastly, our study yields important practical implications. NFC reflects an intrinsic motivation to engage in challenging cognitive endeavors and represents a trait that can be changed and developed over time (Cacioppo et al., 1996). Research suggests that NFC might be developed through the construction of contingencies that foster enjoyment, competence, mastery in thinking, as well as cognitive development (Cacioppo et al., 1996). Furthermore, the development of NFC might be hampered if the individual experiences contextual constraints (e.g., time pressure and controlling surveillance). In other words, NFC can be developed provided that individual skills and contextual resources are readily available (Cacioppo et al., 1996). Hence, if NFC is found to moderate the negative relationship between workload and personal resources, then interventions can, and should, be put forth to foster the development of NFC amongst employees.

Theoretical Background

Although the literature on work-life conflict now has become vast, a theoretical framework that could explain the work-home processes integrally was, for a long time, lacking (ten Brummelhuis & Bakker, 2012). In responding to the above issue, and by drawing upon the conservation of resources (COR) theory, ten Brummelhuis and Bakker (2012) developed the work-home resources (W-HR) model: an integrated conceptual framework that offered explanations for the complex processes underlying the relationship between work demands and home outcomes and vice versa (i.e., work–life conflict).

Work–Life Conflict

Work and family experiences are eminently interconnected, and although researchers have found that involvement in both the family and work domains can be mutually enriching (Greenhaus & Powell, 2006), it can also cause conflict and harm employees' performance in both domains (Voydanoff, 2005). Work-life conflict refers to a type of inter-role conflict where participation in one role (e.g., family) is made more difficult because of one's involvement in another role (e.g., work; Bagger & Li, 2012; Greenhaus & Beutell, 1985). As such, work-life conflict is considered a bidirectional process, meaning that demands at home can interfere with the work domain (i.e., home-to-work conflict) and that work demands may interfere with the home domain (i.e., work-to-home conflict; Jansen et al., 2003)– with the latter direction being the focus of the present study. The conflict arising from combining work with family responsibilities can be both time-based, behavioral-based, and strain-based (Greenhaus & Beutell, 1985; Panatik et al., 2011). Time-based conflict occurs when the amount of time spent at work interferes with the time available for effective functioning at home; strain-based conflict occurs when work demands inhibit domestic performance due to its depleting effect on energies (e.g., vigor and positive affect); behavioral-based conflict

occurs when the expected behaviors in one role are incompatible with those expected by the other role (Panatik et al., 2011; Voydanoff, 2005).

The conflict perspective of the work-life interface is largely built upon the scarcity hypothesis, which assumes that conflict is inevitable because individuals only have a fixed amount of resources (e.g., time and energy) to allocate between the different roles (Chen & Powell, 2012; Greenhaus & Powell, 2006). The finite resources to fulfill role demands are, thus, expected to be in a frequent imbalance where stressors in one domain (e.g., work) deplete one's resources (e.g., vigor and positive affect) and restrict one's ability to successfully function in other domains (e.g., one's romantic relationship) (Chen & Powell, 2012; Mesmer-Magnus & Viswesvaran, 2005). Considering the detrimental effects of work-to-home conflict, such as depression (Frone et al., 1997), emotional exhaustion (Eby et al., 2005), decreased job and life satisfaction (Allen et al., 2000), and lowered relationship quality (Fellows et al., 2015), significant attention has been directed at understanding how experiences at work come to influence home outcomes. Although many different theoretical perspectives have been adopted to understand the processes underlying work-life conflict, its theoretical roots are often attributed to the Conservation of Resources (COR) theory (Kossek & Lee, 2017).

Conservation of Resources Theory

COR theory has become a leading framework for understanding the processes involved in experiencing, coping with, and becoming resilient to major and traumatic stress (Hobfoll, 2012). COR theory represents a motivational theory of stress and is based on the central tenet that people are motivated to obtain, retain, foster, and protect the things that they inherently value (Hobfoll, 2012). These valued entities are termed *resources* and refer to those personal, social, and material entities that (1) aid in the attainment of other resources, (2) help individuals believe that they are capable of coping with stressful contextual

circumstances, and (3) facilitate performance in different life domains (Hobfoll et al., 2018; ten Brummelhuis & Bakker, 2012).

Hobfoll (2002) differentiates between contextual and personal resources, depending on their locus relative to the individual: contextual resources, such as social support, are located outside of the individual whereas personal resources, such as health, are more proximate to the self. Depending on the extent to which resources are transient, resources are further divided into volatile and structural resources. Volatile resources reflect more temporal assets that, once used, cannot be used for other purposes; structural resources are more durable in that they can be used multiple times over a longer period (Hobfoll, 2002; ten Brummelhuis & Bakker, 2012).

Central to COR theory is the principle that “losses loom larger than gains”, and that threats to and/or losses of one’s valued resources are the leading source of major stress (Hobfoll, 2012). The second principle states that people are required to expend resources to (1) protect themselves from resource loss, (2) recover from losses, and (3) gain resources (Hobfoll, 2012). Based upon the above principles, COR theory posits that resources, or the lack thereof, can elicit both a loss and gain spiral. Those who possess resources are less susceptible to resource loss and more likely to attain further resources; those who lack resources are more vulnerable to long-term resource loss and less likely to attain resources. As such, actual and/or perceived resource loss is expected to elicit a stress response due to its accelerating and impactful nature (Hobfoll, 2012). Conversely, the preservation of these resources enables individuals to be more resistant to resource losses. Hence, having a large resource repertoire becomes the building block for stress resilience (Hobfoll et al., 2012). The importance of resource gain is, however, argued to be more salient in the context of resource loss, meaning that resources increase in value when they are at risk of being lost. Accordingly, if resource gain is seen as unattainable or if resources become drained, people

are likely to enter a defensive mode where maladaptive behaviors are displayed to protect the self and one's remaining resources (Hobfoll et al., 2018).

The W-HR Model

By drawing upon the central principles of COR theory, ten Brummelhuis and Bakker (2012) developed the Work Home-Resources (W-HR) model as a framework for understanding the underlying mechanisms of work-life processes. In their model, ten Brummelhuis and Bakker (2012) define work-life conflict as a process whereby the contextual demands in one domain (e.g., work) impair functioning in the other domain (e.g., romantic relationships) through the drainage of personal resources. Contextual demands refer to those physical, social, emotional, and organizational circumstances that require a sustained investment in mental and/or physical effort. These contextual demands are expected to exhaust one's personal resources (e.g., vigor and positive affect) and subsequently leave insufficient resources for successful functioning in other domains (e.g., romantic relationships; ten Brummelhuis & Bakker, 2012).

For example, based on the above propositions of the W-HR model, one might reason that the negative relationship between workload and relationship quality is mediated by employees' personal resources (e.g., vigor and positive affect). That is, workload is expected to negatively impact employees' feelings of vigor and positive affect. Moreover, experiencing a lack of vigor and positive affect is likely to hamper employees' performance in domestic domains, such as in their ability to sustain a healthy romantic relationship. As such, the negative relationship between qualitative workload and relationship quality may be mediated by employees' state of vigor and positive affect.

To further explain the temporal development of work-life conflict, the W-HR model differentiates between *structural* (e.g., health) and *volatile* (e.g., vigor and positive affect) personal resources. Long-term work-life conflict reflects a process whereby structural

contextual demands in one domain impair long-term outcomes in the other domain through a reduction in structural personal resources; short-term work-life conflict reflects a process whereby volatile contextual demands impair short-term outcomes in the other domain through a reduction in volatile personal resources (ten Brummelhuis & Bakker, 2012).

However, in acknowledging that contextual demands do not necessarily lead to resource depletion, the W-HR model further suggests that *key resources* can influence the processes of work-life conflict by mitigating the negative relationship between contextual demands and personal resources (ten Brummelhuis & Bakker, 2012). Key resources are a specific subtype of resources and represent individual traits (e.g., optimism) that facilitate effective problem-solving, resource attainment, and efficient coping with stress (Hobfoll, 2002). Moreover, key resources are expected to promote optimal selection, alteration, and utilization of contextual resources— something which attenuates the negative effects of contextual demands on personal resources (Bakker et al., 2019; ten Brummelhuis & Bakker, 2012). Based on the premises of the matching hypothesis (de Jonge et al., 2008), and the increasing prevalence of cognitive work demands (i.e., qualitative workload), it should be of great interest to investigate the possible moderating role of cognitive traits in the negative relationship between qualitative workload and personal resources.

Workload

Following the intensification of work, excessive workload has become prevalent amongst many employees and represents a demand that requires continual exertion of energy and effort (Bowling & Kirkendall, 2012; DiStaso & Shoss, 2020). Workload is considered a multifaceted construct that includes both *quantitative* and *qualitative* dimensions, as well as *mental* and *physical* subdimensions. Quantitative workload is concerned with the amount of work one has, whereas qualitative workload reflects the difficulty of one's work relative to a person's capabilities (Bowling et al., 2015; Glaser et al., 1999). The mental and physical

subdimensions of workload are important to consider as their causes and consequences may differ; mental workload is related to one's mental abilities (e.g., intellect) and feelings of psychological distress, whereas physical workload is more correlated with physical capabilities (e.g., strength) and injuries (Bowling & Kirkendall, 2012). Yet an essential distinction is to be made between *objective* versus *subjective* workload as it influences the observed effects between workload and well-being (Bowling & Kirkendall, 2012; Sales, 1970). Objective workload refers to the verifiable amount and/or difficulty of one's work – irrespective of subjective personal standards –, whereas subjective workload refers to the amount and/or difficulty of one's work, relative to one's subjective personal standards and abilities. As such, subjective workload measures often yield stronger relationships between workload and well-being because they consider employees' preferences and expectations regarding their workload (Bowling & Kirkendall, 2012).

Despite quantitative- and qualitative workload being two separate demands, most of the research conducted on workload, and its consequences, have either combined both types of workload into a single measure or solely paid attention to quantitative workload as a predictor of various outcomes (Bowling et al., 2015). Because research on qualitative workload –as a distinct measure– has largely been neglected in the literature and has yet to be separately examined in a meta-analysis, it is difficult to make clear predictions about the possible differential consequences of quantitative and qualitative workload (Bowling et al., 2015). One of the few studies that have manipulated both quantitative and qualitative workload did, however, find that although both workload facets significantly influenced feelings of strain (i.e., greater depression and hostility), qualitative workload produced larger effects on strain when compared to quantitative workload (Shaw & Weekley, 1985). Similar results were presented by Fugate (2010) who showed that qualitative work *overload*, a demand very similar to qualitative workload, was perceived as significantly more stressful –

in terms of affective strain and dissatisfaction— than quantitative work overload. Hence, despite the literature on qualitative workload being scarce, it may seem as though qualitative workload is, at least, just as damaging for employees as quantitative workload (Fugate, 2010).

While we do recognize that qualitative and quantitative workload are two distinct constructs with potentially different correlates and consequences, we contend that the processes underlying the negative relationship between quantitative workload and well-being also might apply to qualitative workload—as will be discussed below. Hence, inferences about the negative relationship between qualitative workload and personal resources (i.e., vigor and positive affect), will be based on the already established relationship between *quantitative* workload and personal resources.

Occupational stress researchers have given considerable attention to understanding the potential consequences of workload and evidence largely suggests that excessive workload is linked to a wide range of undesirable outcomes (Bowling et al., 2015). For instance, workload is found to be correlated with increased strain (Bowling et al., 2015; Ilies, Schwind, et al., 2007; Sonnentag & Niessen, 2008; Totterdell et al., 2006), higher absenteeism (Bowling et al., 2015), lack of psychological detachment (Sonnentag & Bayer, 2005), and diminished job performance (Bruggen, 2015). In explaining the negative relationship between workload and global well-being, many researchers have come to draw upon the central tenets of COR theory (Bowling et al., 2015). As previously mentioned, COR theory asserts the importance of personal resources and argues that resources contribute to one's well-being by promoting stress resilience and assisting in the attainment and maintenance of other resources. Moreover, if resources are significantly taxed (e.g., from contextual demands), stress is likely to develop (Bowling et al., 2015).

In the context of COR theory and the W-HR model, excessive workload is likely to exhaust one's personal resources (e.g., vigor and positive affect) and inhibit the attainment of new resources. Hence, the negative effects of workload on well-being reflect a spiral of resource loss where the employee is left with insufficient resources to successfully manage the demands of their respective environment (Bowling et al., 2015). Based on the propositions of COR theory and the W-HR model, it seems reasonable to argue that qualitative workload, just like quantitative workload, is likely to tax one's resources and indirectly and negatively impact employees' experiences in the domestic domain (e.g., their romantic relationships).

Feeling Vigorous in the Face of High Workloads?

Vigor is considered an affective construct that refers to the possession of physical strength, mental resilience, cognitive liveliness, and emotional energy, and is found to affect employees' persistence in the face of difficulties and their willingness to invest effort in one's work (Lin et al.; Shirom, 2004; Sonnentag & Niessen, 2008). Considering the importance of vigor in the context of work, private life, and employee well-being, significant attention has been directed at understanding the relationship between various job demands and vigor (Shirom, 2004).

The feeling of being vigorous is directly linked to one's coping resources as well as one's appraisal of relevant job demands. That is, job demands can either facilitate or diminish experiences of vigor (Shirom, 2011). According to COR theory, major stress results from threats to and/or losses of one's resources (Hobfoll, 2012). When facing a heavy workload, employees are required to invest energetic resources, such as effort, attention, and cognitive energy (Sonnentag & Niessen, 2008). When the investment of such resources becomes excessive, and the resource repertoire becomes drained, few energetic resources will be left for successful functioning in other activities. Hence, the decline in energy resources, caused

by an excessive workload, is expected to decrease overall feelings of vigor (Sonnentag & Niessen, 2008; Zohar et al., 2003).

In line with the above, workload has been consistently shown to correlate with reduced vigor, where several studies have demonstrated links between workload and mental exhaustion (Lee & Ashforth, 1996; Teuchmann et al., 1999), anxiety (Totterdell et al., 2006), fatigue (Fan & Smith, 2017; Meyer & Huenefeld, 2018), burnout (Vander Elst et al., 2016), and overall experiences of low energy (Sonntag & Niessen, 2008). In line with previous research on workload and vigor, Ilies et al. (2015) found that excessive workload significantly increased both physical, emotional, and cognitive fatigue and that these feelings extended to the home domain. Similarly, Tomic (2016) found that employees who experienced high levels of workload were less vigorous at work. Meaning that they engaged less in their work, had less mental resilience, and demonstrated lower perseverance. Based on evidence demonstrating a negative relationship between workload and vigor, we hypothesize as follows:

Hypothesis 1: Qualitative workload is negatively related to vigor.

The Positive Effect of Vigor on Relationship Quality

Romantic relationships are an important aspect of many people's lives and are shown to have a myriad of beneficial outcomes, such as greater life satisfaction (Ng et al., 2008) and increased well-being (Proulx et al., 2007). It is, however, not simply the involvement in romantic relationships that may generate positive outcomes, but, more importantly, the quality of such relationships (Kansky, 2018). That is, how positively or negatively individuals feel about their relationship (Farooqi, 2014). Poor relationship quality is, for instance, characterized by conflict and irritation (Dush & Amato, 2005) and is linked to stress, poor general health, and an increased risk of illness (Wanic & Kulik, 2011). High-quality relationships, on the other hand, are characterized by positive emotions and

experiences, such as intimacy, trust, and nurturance (Dush & Amato, 2005), and are linked to greater overall health and longevity (Neyer & Lehnart, 2006). Given the importance of romantic relationship quality, it is important that we gain a broadened understanding of the factors that might enhance or diminish the functioning of romantic relationships (Fincham, 2003).

Evidence suggests that romantic relationships are heavily influenced by the environment in which they exist, and that relationship quality tends to be lower when contextual challenges are present (Fincham, 2003; Neff & Karney, 2004). For instance, daily stress is found to contribute to more relationship dysfunction, where individuals who report greater levels of stress also tend to rate their partner more negatively, have less commitment to their relationship (Neff & Karney, 2009), have more disagreements with their partner, and display less closeness with their partner (Bodenmann et al., 2010). Although several studies have linked contextual challenges to marital dysfunction, much less is known about the factors that may contribute to positive marital outcomes (Lewandowski et al., 2014).

Recent research suggests that personal resources, such as energies and positive affect, can influence the maintenance and enhancement of romantic relationships (Bradley & Hojjat, 2017). Vigor is recognized as a resource that is part of the approach-oriented behavior facilitation system. That is, feeling vigorous encourages people to approach and engage in situations that provide pleasure and reward, such as in one's romantic relationship (Shirom, 2011). In line with the above reasoning, Carver and Scheier's (1990) theory of regulated behavior argues that the action tendencies linked to vigor are likely to prompt exploration, engagement, and expanded effort in one's interactions with the immediate environment (Shirom, 2004). Hence, as shared activities and positive interactions are important aspects of romantic relationships (Sullivan, 1996), it seems reasonable to argue that vigor, and the

resulting expansion of energy and effort, will positively influence the quality of one's romantic relationships.

In support of the expected positive relationship between vigor and relationship quality, Doumas et al. (2003) demonstrated that spouses reported more positive marital interactions on days when they worked less and felt more energetic. Similarly, Doumas et al. (2007) demonstrated that experiences of energy increased spouses' marital warmth whilst also decreasing their marital withdrawal. These findings are in line with the general assumption that individuals who possess energetic resources are both more willing and able to invest in family life: those who have sufficient energetic resources are expected to initiate social interactions and provide resources such as social support and joy (Demerouti, 2012).

On the contrary, exhausted individuals are likely to lack the ability and motivation to invest the emotional and physical energy required to fulfill family roles (Matthews et al., 1996). In support of the proposed effect of exhaustion on relationship quality, Roberts and Levenson (2001) found that work demands had a negative effect on spouses' marital interactions via exhaustion (Roberts & Levenson, 2001). The authors argued that exhaustion reflects a lack of energy that hamper individuals' ability to produce the kinds of affective responses that facilitate positive marital interactions, problem-solving, and effective communication. Similar results are presented by Khoshkar et al. (2020), who demonstrated that burnout had negative effects on spouses' affection levels, intimacy, communication strategies, and relationship satisfaction. Moreover, Mauno and Kinnunen (1999) found that job stressors negatively influenced marital satisfaction via exhaustion. Finally, Buck and Neff (2012) found support for a negative relationship between stressful events and adaptive relationship functioning via self-regulatory resources. That is, self-regulatory resources (e.g., energy) directly influenced functioning within the relationship: self-regulatory resources induced more positive relationship functioning, whereas the lack thereof prompted more

negative behaviors towards their spouse, less positive marital appraisals, and poorer relationship functioning.

An explanation of the above relationship between vigor and relationship quality might be found in the central tenets of COR theory. According to COR theory, people are motivated to expand energy on endeavors they find rewarding and meaningful, whilst minimizing energy expansion on activities that are of less personal value (Hobfoll, 2002). Having sufficient energetic resources, whether they be physical, emotional, or mental, provide individuals with the means to effectively respond to their life demands, such as their romantic relationships (Grawitch et al., 2010). An important premise of COR theory is that resources often must be invested to avoid resource loss and to promote resource gain. How successful individuals are in protecting and gaining resources is, however, dependent on their respective resource pool: having a scarce (large) resource pool makes people more (less) vulnerable to rapid and prolonged resource loss (Gorgievski et al., 2011).

From a COR theory perspective, the loss or absence of energetic resources may elicit a need to protect and conserve one's remaining resources—ultimately decreasing one's ability to meet the demands arising from different life domains, such as in one's romantic relationship (Halbesleben et al., 2014). Conversely, the presence of energetic resources might lead to a resource gain spiral because resourceful individuals are better equipped to expend these resources in the pursuit of various goals (e.g., nurturing one's romantic relationship). Whether people choose to invest or conserve their resources when meeting family demands, thus, seems to be contingent on their respective resource pool (Halbesleben et al., 2014). Based on the premises of COR theory, and research supporting a link between energetic resources and romantic relationship functioning, we expect that those who possess energetic resources (i.e., vigor) will experience greater relationship quality and vice versa.

Hypothesis 2: Vigor is positively related to romantic relationship quality, such that those with higher vigor will experience greater relationship quality.

In addition to the widespread consensus that job stressors can have detrimental consequences on employees' performance in domestic roles, it has also become evident that this relationship is not direct. As outlined by the W-HR model, personal resources mediate the negative relationship between contextual demands and home outcomes (i.e., work-to-life conflict). That is, the relationship between contextual demands and home outcomes is dependent on the effects of demands on one's personal resources: work demands (e.g., workload) exhaust personal resources (e.g., vigor), which consequently makes functioning in the home domain (e.g., one's romantic relationship) challenging (ten Brummelhuis & Bakker, 2012). Hence, we propose that the negative indirect relationship between qualitative workload and relationship quality will be mediated by vigor.

Hypothesis 3: Qualitative workload has a negative indirect effect on relationship quality via vigor.

NFC as a Key Resource

For many decades, considerable scientific attention has been directed toward different thinking dispositions and how individual differences in information processing affect judgment, decision-making, and problem-solving (Nair & Ramnarayan, 2000). NFC has become recognized as a particularly useful predictor of individual differences in cognitive processing and refers to the tendency to seek out and enjoy effortful cognitive activities to make sense of one's surroundings (Cacioppo & Petty, 1982; Fleischhauer et al., 2010). Moreover, it represents an investment trait that determines when, how, and under which circumstances an individual chooses to invest their resources (i.e., time and effort) in their intellect (von Stumm & Ackerman, 2013). Hence, NFC does not reflect cognitive and intellectual abilities per se but instead depicts individual differences in cognitive *motivation*

and information-processing strategies (Fleischhauer et al., 2010). That is, individuals high in NFC are often motivated to employ slow and deliberate information processing strategies when facing complex tasks (i.e., cognizers), whereas individuals low in NFC are more likely to operate as cognitive misers who seek to minimize cognitive effort through the utilization of mental shortcuts (Carnevale et al., 2011; See et al., 2009). As such, circumstances that prompt effortful information processing and problem-solving (e.g., dealing with qualitative workload) elicit different cognitive responses—cognitive motivation or cognitive repose—depending on an individual's levels of NFC (Cacioppo et al., 1996).

As opposed to individuals low in NFC, who prefer quick and heuristic reasoning, high NFC individuals tend to prefer complex over simple problems and show an intrinsic motivation to (1) effectively devote attention to important tasks, (2) base judgments on empirical information, and (3) seek out, acquire, reflect on, retrieve, and utilize relevant information when making judgments and solving problems (Cacioppo et al., 1996). This tendency to seek out novel information, actively engage in deliberate information processing, and persist in the face of difficulties does, however, require investments in cognitive resources, time, and effort (Grass et al., 2022). According to Hobfoll (2002), information processing is considered to be costly as it is likely to exhaust one's resources. Thus, people are expected to try and minimize cognitive effort by seeking cognitive means (e.g., heuristics) that obviate the need for costly processing (Hobfoll, 2002; Tversky & Kahneman, 1974). In other words, people often avoid deep processing in an attempt to protect one's resources. Interestingly, key resources are characterized by their facilitating effect on successful problem-solving, efficient coping with stress, resilience, and the optimal selection and utilization of contextual resources (Bakker et al., 2019; Hobfoll, 2002; ten Brummelhuis & Bakker, 2012)—features that also are characteristics of high NFC individuals. Hence, although information processing often is considered a costly endeavor, NFC might represent

a key resource that does not drain but instead protect one's personal resources (Bye & Pushkar, 2009).

In contrast to the assumption that most people strive to minimize cognitive effort in the presence of challenges, high NFC individuals possess a willingness and intrinsic motivation to persist when facing cognitively challenging demands (Park et al., 2008). That is, persons high in NFC are more predisposed to approach and actively cope (i.e., problem-focused coping) with complex challenges (Bye & Pushkar, 2009), and are, nevertheless, more likely to evaluate demanding situations as more enjoyable rather than strenuous (Cacioppo et al., 1996). Resulting from their effective appraisal- and coping strategies, high NFC individuals will experience information processing as less taxing and find complex life circumstances, effortful problems, and cognitively demanding tasks significantly less distressing than people lower in NFC (Cacioppo et al., 1996). Therefore, demanding situations are less likely to elicit feelings of anxiety, despair, low energy, and tension, and are more likely to induce eustress and energy among individuals who possess a higher level of NFC (Cacioppo et al., 1996; Gallagher, 2012).

In line with the above, Fleischhauer et al. (2010) found that NFC was positively related to appetitive motivation, self-efficacy, and interested, alert, and active behaviors. Similarly, NFC is found to be positively related to academic engagement (Cole & Korkmaz, 2013), work engagement (Nowlin et al., 2018), task engagement (Lin et al., 2016), positive emotionality (Bye & Pushkar, 2009), subjective well-being (Yazdani & Siedlecki, 2021), and resilience (Fleischhauer et al., 2010), and negatively related to perceived task difficulty (Lin et al., 2016), depressed mood at work (Gallagher, 2012), emotional exhaustion (Fleischhauer et al., 2019), and burnout (Fleischhauer et al., 2019; Grass et al., 2022; Zeinab et al., 2018). High NFC individuals are, furthermore, argued to have “richer behavioral histories of cognitively effortful endeavors”, more accessible knowledge on a range of topics, and better

information retrieval capacities (Cacioppo et al., 1996; Nair & Ramnarayan, 2000).

Consequently, individuals high in NFC are better equipped to solve novel and complex problems more efficiently and effectively, and with fewer investments of energetic resources (Cacioppo et al., 1996).

What becomes apparent is that although challenging cognitive demands, such as qualitative workload, would require effortful information processing across individuals, those same individuals will differ in their intrinsic motivation towards deep processing and their preference for challenging tasks (Cacioppo et al., 1996). As such, it is possible that qualitative workload would require similar investments of energetic resources by individuals both higher and lower in NFC, but that the degree to which such resource investment is seen as taxing varies in accordance with individuals' NFC levels. That is, individuals high in NFC are likely to appraise qualitative workload as a rather pleasurable event where information processing is experienced as less taxing, whereas low NFC individuals will likely perceive qualitative workload as a stressful event that taxes one's resources (Gallagher, 2012).

Hence, as one's vigor is directly linked to one's coping resources and appraisal of job demands (Shirom, 2011), qualitative workload may have a larger negative impact on low NFC individuals' energetic resources. Moreover, when individuals experience a decline in energetic resources, a decrease in overall vigor is likely to occur (Sonnentag & Niessen, 2008; Zohar et al., 2003). As such, we hypothesize a negative relationship between qualitative workload and vigor amongst individuals lower in NFC. However, as individuals high in NFC are expected to evaluate demanding circumstances as more enjoyable and feel less taxed by investments in energetic resources (Gallagher, 2012), the negative relationship between qualitative workload and vigor is likely to be weaker for individuals with higher (vs. lower) levels of NFC. Our fourth hypothesis is, consequently, as follows:

Hypothesis 4: The negative relationship between qualitative workload and vigor is moderated by NFC. That is, the relationship is weaker for participants with high levels of NFC.

Integrating our previous hypotheses, we propose that NFC will moderate the negative indirect relationship between qualitative workload and relationship quality via vigor. That is, we expect NFC to moderate the negative relationship between qualitative workload and vigor, with this relationship being weaker for high NFC individuals. If qualitative workload has a weaker negative effect on high NFC individuals' vigor, we further propose that their relationship quality will be less negatively impacted. Hence, we hypothesize the following:

Hypothesis 5: The negative indirect effect of qualitative workload on relationship quality via vigor is moderated by NFC. That is, the indirect effect is weaker for participants with high levels of NFC.

The Interactive Effect of Qualitative Workload and NFC on Positive Affect

According to the W-HR model and COR theory, work demands (e.g., qualitative workload) are expected to deplete one's personal resources, such as positive affect. However, despite the general consensus regarding the negative relationship between work demands and personal resources, there is less clarity about whether work demands should have a negative effect on positive affect— which refers to feelings of being energetic, excited, and joyful (McNall et al., 2015). Research has generally shown a positive relationship between workload and negative affective states (Geurts et al., 2003; Ilies et al., 2010; Ilies, Schwind, et al., 2007; Schulz et al., 2004; Van Emmerik et al., 2006), but has, to the best of our knowledge, largely failed to demonstrate an effect of work demands on positive affect. For instance, Huang et al. (2021) found that (1) work demands were positively associated with negative affectivity and energy depletion, (2) work resources were positively associated with positive affectivity, and (3) work demands were unrelated to positive affect. The latter

finding is in stark contrast to the propositions set out by the W-HR model, and is, nonetheless, inconsistent with previous findings linking work demands to personal resource depletion.

Although it might, from a W-HR model perspective, seem contradictory that work demands should not negatively influence positive affect, explanations can be found in the premise of affect symmetry (Sonnentag, 2015). Affect symmetry is based on the notion that positive and negative affective states are linked to two fundamentally different biobehavioral systems and that no asymmetric link exists between negative (positive) factors and positive (negative) well-being. That is, positive experiences are expected to influence positive affective states, but not negative affective states, whereas negative experiences influence negative affective states, but not positive affective states (Sonnentag, 2015). Hence, based on the idea of affect symmetry, work demands (e.g., qualitative workload) should only influence negative affect, but not positive affect—propositions that are supported by the findings presented by Huang et al. (2021).

Despite there not being a direct effect of qualitative workload on positive affect, we postulate that qualitative workload might influence positive affect with NFC as a boundary condition. As previously stated, NFC reflects a tendency to seek out and enjoy effortful cognitive activities (Fleischhauer et al., 2010). Moreover, individuals high in NFC tend to engage in problem-focused coping and appraise cognitive challenges (e.g., qualitative workload) as more enjoyable rather than stressful (Bye & Pushkar, 2009)—something that promotes eustress instead of distress (McGowan et al., 2006). Hence, as individuals high in NFC *enjoy* engaging in cognitive challenges that require investments in effort and cognition, it is likely that such investments will be perceived as less draining than they would for individuals lower in NFC (Gallagher, 2012). In support of the above, NFC is found to influence individuals' affective responses to cognitive tasks; individuals high in NFC

experience greater positive affectivity in the presence of challenging circumstances than do individuals lower in NFC (Bye & Pushkar, 2009; Cacioppo & Petty, 1982; Fleischhauer et al., 2010). Hence, based on the premises of affect symmetry, it is plausible that qualitative workload will have a greater influence on the positive affective states amongst individuals higher in NFC as these individuals are likely to perceive qualitative workload as a rather positive and enjoyable event. On the other hand, individuals low in NFC are more likely to experience challenging tasks as rather taxing and stressful (Cacioppo et al., 1996; Gallagher, 2012). Consequently, based on empirical evidence and the premises of affect symmetry, we deviate from the propositions set out by the W-HR model and hypothesize that low NFC individuals' positive affect will not be affected by qualitative workload. Furthermore, we expect a positive relationship between qualitative workload and positive affect amongst high NFC individuals. Taken together, we propose that the effect of qualitative workload on employees' positive affect is moderated by employees' level of NFC.

Hypothesis 6: NFC moderates the relationship between qualitative workload and positive affect. That is, individuals high (vs. low) in NFC will experience a more positive relationship between qualitative workload and positive affect.

Positive Affect and its Promoting Effect on Relationship Quality

Affective states significantly influence our daily experiences, both in the work and domestic spheres, and play an important role in one's social interactions (Lazarus, 2006; Mitchell et al., 2014). For instance, whereas negative affectivity tends to predict relationship dysfunction and dissolution, positive affective states often promote the initiation of prosocial behaviors within intimate relationships—ultimately strengthening the quality of such relationships (Laurenceau et al., 2005).

Research has consistently demonstrated a positive association between positive affectivity and resilience (Bradley & Hojjat, 2017), health and well-being (Pressman et al.,

2019), effective coping with stress (Gloria & Steinhardt, 2016), successful reconciliation (Tugade & Fredrickson, 2004), pleasant social interactions (Berry & Willingham, 1997), marital stability (Waldinger et al., 2004), and relationship quality (Berry & Willingham, 1997; Love & Holder, 2015; Meyer et al., 2015; Watson et al., 2000; Waugh & Fredrickson, 2006). According to the broaden and build theory of positive emotions, positive emotions extend our thought-action repertoires and promote the selection of positively induced actions by building durable resources (e.g., social and intellectual skills), and by increasing our attention, well-being, and mental flexibility (Fredrickson, 2001). As such, positive emotions are expected to motivate the exploration of novel activities and increase engagement in social relationships. That is, people high in positive affect are more likely to display approach-oriented rather than avoidant behaviors in close relationships (Garland et al., 2010). Positive affect can, thus, be viewed as a starting point for a resource gain spiral; positive affectivity builds resources that enhance the functioning of social relationships, which in turn promote the attainment of further resources, such as positive affect and social support (Fredrickson et al., 2008; Garland et al., 2010). In support of the broaden and build theory of positive emotions, several studies have demonstrated a positive link between positive affect and prosocial behaviors (e.g., playfulness, attention, and positive social interactions) in romantic relationships (Aune & Wong, 2002; Fredrickson & Branigan, 2005; Ilies, Schwind, et al., 2007). The display of such prosocial behaviors has, in turn, been consistently linked to enhanced relationship quality (Aron et al., 2000; Aune & Wong, 2002; Claxton & Perry-Jenkins, 2008).

Moreover, our affective states are often transmitted to and reciprocated by our social partners and, as such, affect the quality of our social relationships (Fardis, 2007). For instance, several studies (Brough et al., 2018; Rodríguez-Munoz et al., 2014; Song et al., 2008) have found a crossover effect of positive affect where spouses' positive affect are

transmitted to their partners and, thus, create co-experienced positive affect. Co-experienced positive affect is, furthermore, found to be positively related to high-quality relationships and well-being (Brown et al., 2022; Brown & Fredrickson, 2021). Based on the broaden and build theory of positive emotions and research linking positive affect to relationship quality, we hypothesize as follows:

Hypothesis 7: Positive affect is positively related to relationship quality.

Integrating our two previous hypotheses, we expect that the interactive effect of qualitative workload and NFC will have a positive indirect effect on relationship quality via positive affect. Whereas qualitative workload is expected not to influence positive affect amongst individuals low in NFC, we propose that there will be a positive indirect effect of qualitative workload on relationship quality for individuals high in NFC. That is, we expect a positive indirect effect of qualitative workload on relationship quality amongst individuals high, but not low, in NFC. Taken together, we hypothesize a moderated mediation where qualitative workload and NFC will interact in influencing relationship quality via positive affect. Our final hypothesis, thus, translates to:

Hypothesis 8: The interactive effect of qualitative workload and NFC on relationship quality is mediated by positive affect. That is, the indirect effect of qualitative workload on relationship quality via positive affect is more positive for individuals high (vs. low) in NFC.

Method

Recruitment and Procedure

The present study was conducted using an online questionnaire (see Appendix). The questionnaire was administered through SoSciSurvey (<https://www.soscisurvey.de>) and participation was anonymous. In collaboration with master's student Thea Victoria Moe, participants were recruited through various social media platforms (e.g., Facebook and e-mail

lists), where participants were sent a standard e-mail that briefly described the general purpose of the study. To ensure that all participants could easily access the questionnaire on any electronic device, we attached a flyer that included a tiny URL and QR code to the study in all social media posts and e-mails. Participants who entered the study were first screened based on three inclusion criteria: participants needed to be between the ages of 18-65, have an organizational work contract of 50% or more, and be residents of Norway. As data were collected as part of a bigger project, we did not include “having a romantic partner” as an inclusion criterion. Those participants who completed the screening questionnaire, and were qualified to take part in the study, were automatically sent a link via e-mail to the online questionnaire.

When accessing the questionnaire, participants were first given some general information about the study and were informed that participation was voluntary and anonymous. Participants were also informed that they, at any time, could withdraw from the study and end their participation. Those who wanted to take part in the study were then asked to answer a consent form on page two of the questionnaire (See Appendix A.) Only participants who gave their consent were able to proceed with the study. Participants were informed that only those who completed the full questionnaire would enter a lottery where four random participants could win a gift card (DittGavekort) with the value of NOK 500. Participants were notified by e-mail if they won a gift card. Personal data (e.g., their e-mail address) was not linked with questionnaire data to ensure participants' anonymity. SoSciSurvey provides a unique serial number –which cannot be linked to participants' personal data– in all datasets by the same user to match the data. As such, all participants stayed anonymous throughout the study. The study was approved by the relevant ethics committee at UiT the Arctic University of Norway.

Participants

Distribution of the survey began on October 26th, 2022, and ended on January 20th, 2023. Participants were recruited by employing convenience sampling— a non-costly sampling method that entails recruiting participants based on how readily and easily they are to access (Taherdoost, 2016). Out of the 101 people who started the survey, 92 completed all the relevant materials. After screening out those who reported not being in a romantic relationship, we were left with a final sample size of 66 participants. Of the sample ($N = 66$), 47 (71.21%) participants identified as female and 19 (28.79%) as male. The mean age of participants was 39.23 ($SD = 11.57$, ranging from 23 to 65). The majority (66.4%) of participants had completed higher education, with 31.8% holding a bachelor's degree, 30.3% a master's degree, and 1.5% a doctorate degree. Of the participants, 89.4% were working full-time, 6.1% had an organizational work contract of 75-99%, and 4.5% had an organizational work contract of 50-74%.

On average, participants had been employed for 18.44 years ($SD = 10.71$, ranging from 1 to 41 years) and had an organizational tenure of 8.64 years ($SD = 10.04$, ranging from 0.50 to 40 years). The majority (75.8%) of participants were not working shift work and their average work hours were 38.44 hours a week ($SD = 8.68$). Out of the sample, 57 (86.36%) of the participants were cohabitating with their romantic partner, and 31 (46.97%) participants had children. Although participants came from many diverse occupations, the majority were working within healthcare (27.3%), education (21.1%), industrial production (18.2%), and public administration (18.1%).

Materials

For the purpose of this study, all measurement scales were translated into Norwegian. To reduce memory recall bias, participants were asked to answer all statements in all the measurement tools based on their experiences for the past seven days (e.g., “For the past seven days, how well do the following statements correspond with your work”).

Qualitative Workload

As there, to the best of our knowledge, not exists a measurement tool for qualitative workload, we measured qualitative workload by using the Subjective Task Complexity scale from Maynard and Hakel (1997). Their Subjective Task Complexity scale consists of four items (e.g., “I found this to be a complex task”) that each relates to one’s perceived complexity of some task ($\alpha = .91$). Participants’ responses were based on a 7-point Likert scale ranging from 1=*totally disagree* to 7=*totally agree*. The four items from the Subjective Task Complexity scale were modified so that they would refer to one’s work and not some specific task (e.g., “I find my work to be complex”).

Although we recognize that task complexity and qualitative workload are two distinct constructs, we contend that the two are sufficiently and conceptually similar; qualitative workload refers to the complexity and difficulty of job-related tasks relative to one’s capabilities (McCormack & Cotter, 2013). Hence, we reason that the Subjective Task Complexity scale is an appropriate measurement tool for assessing qualitative workload.

Vigor

Vigor was measured by using the Subjective Vitality Scale (SVS) by Ryan and Frederick (1997). The SVS consists of seven items (e.g., “I nearly always feel alert and awake”) and responses are based on a 7-point Likert scale ranging from 1=*not at all true* to 7=*very true* ($\alpha = .94$). All statements were modified so that they would refer to participants’ experiences for the past seven days and not to how they are feeling at that moment (e.g., “I have nearly always felt alert and awake”).

Positive Affect

As done by Sonnentag et al. (2008), we included six positive affect items from the Positive and Negative Affect Schedule (PANAS-SF) by Watson et al. (1988) in the online questionnaire. Participants were asked to report to which extent they had experienced the

relevant affective states for the past seven days. All items (e.g., “excited”) were rated on a 5-point Likert scale ranging from 1=*very slightly* or not at all to 5=*extremely* ($\alpha = .90$).

Relationship Quality

Relationship quality was measured by using the Quality of Marriage Index (QMI) by Norton (1983). On a 7-point Likert scale ranging from 1=*strongly disagree* to 7=*strongly agree*, participants responded to five statements (e.g., “We have a good marriage”) regarding their romantic relationship ($\alpha = .92$). As a part of the QMI, participants were also asked to “rate the degree of happiness, everything considered, in your marriage” on a scale from 1=*extremely low* to 10=*extremely high*. As we did not want to measure relationship quality only amongst married couples, we modified relevant questions so that they referred to their relationship and not marriage (e.g., “We have a good relationship”). Moreover, because the QMI consists of two Likert scales with different points, the values for relationship quality were standardized during data analysis.

Need for Cognition

NFC was measured by using the short six-item version (NCS-6) of the Need for Cognition Scale (NCS-18). The NCS-6 was developed by Lins de Holanda Coelho et al. (2020) and is composed of six items (e.g., “I would prefer a task that is intellectual, difficult, and important to one that is somewhat important but does not require much thought”) that aim to measure individuals’ NFC ($\alpha = .81$). Whilst offering significant time savings for participants, the NCS-6 also provides a valid and reliable measure of NFC that comes at a minimal cost in terms of its construct validity (Lins de Holanda Coelho et al., 2020). Responses were given on a 5-point Likert scale ranging from 1=*extremely uncharacteristic of me* to 5=*extremely characteristic of me*.

Construct Validity

To ensure the discriminant validity of our constructs, qualitative workload, vigor, positive affect, NFC, and relationship quality was subject to confirmatory factor analyses (CFA) in Mplus. The results of the CFA (see Table 1) revealed that all five constructs are distinct and that the theorized 5-factor model with all items loading on their respective items provided the best-fit model ($\chi^2 = 644.78$, $df = 367$, $p < .001$, comparative fit index (CFI) = .86, incremental fit index (TLI) = .85, root-mean-square error of approximation (RMSEA) = .09, standardized root-mean-square residual (SRMR) = .09). Importantly, it provided a significantly better model fit than a model in which all items were loaded onto a single factor ($\chi^2 = 1485.06$, $df = 377$, $p < .001$, CFI = .46, TLI = .40, RMSEA = .18, SRMR = .20; $\Delta(\chi^2) = 840.28$; $\Delta(df) = 10$; $p < .001$) and a 4-factor model with positive affect and vigor loading onto a single factor ($\chi^2 = 808.52$, $df = 371$, $p < .001$, CFI = .78, TLI = .76, RMSEA = .11, SRMR = .11; $\Delta(\chi^2) = 163.74$; $\Delta(df) = 4$; $p < .001$).

Table 1

Results of Confirmatory Factor Analysis for the Relationships Among Three Models

Model	χ^2	df	χ^2/df	χ^2_{diff}	CFI	TLI	RMSEA	SRMR
5-factor	644.78	367	1.76		.86	.85	.09	.09
4-factor	808.52	371	2.18	163.74	.78	.76	.11	.11
1-factor	1485.06	377	3.94	840.28	.46	.40	.18	.20

Note. CFI = comparative fit index; TLI = incremental fit index; RMSEA = root-mean-square error of approximation; SRMR = standardized root-mean-square residual.

Statistical Procedure

To test our hypotheses, including the mediations and moderated mediations, we conducted a regression analysis using PROCESS macro (v4.2) developed by Hayes (2017). The macro program PROCESS allows us to conduct mediation tests for Hypotheses 1,2,3,

and 7, as well as the predicted moderation as specified in Hypotheses 4 and 6. Furthermore, PROCESS macro was used to test for our moderated mediation hypotheses as specified in Hypotheses 5 and 8. In order to test our full moderated mediation model, we used model 7 of PROCESS macro and the number of bootstrap samples for percentile bootstrap confidence intervals was 10000.

Results

Descriptive Statistics, Internal Consistencies, and Correlations

Descriptive statistics, internal consistencies, and the intercorrelations between all variables are presented in Table 2. As predicted in Hypothesis 1, we observed a weak, but significant, negative correlation between qualitative workload and vigor ($r = -.28, p = .025$).

Table 2

Descriptive Statistics, Internal Consistencies, and Correlations for Study Variables

Variable	<i>n</i>	M	<i>SD</i>	α	1	2	3	4	5
1. Qualitative Workload	66	5.03	1.32	.91	-				
2. Vigor	66	3.71	1.62	.94	-.28*	-			
3. Positive Affect	66	3.17	0.86	.90	-.00	.65**	-		
4. Relationship Quality	66	0.00	1.00	.92	-.19	.18	-.03	-	
5. Need for Cognition	66	3.64	0.72	.81	.19	.33**	.38**	-.13	-

Note. * = $p < .05$, ** = $p < .001$; Values for relationship quality are standardized.

Contrary to our predictions, no significant positive correlation was found between (a) qualitative workload and positive affect ($r = -.00, p = .973$), (b) vigor and relationship quality ($r = .18, p = .146$), and (c) positive affect and relationship quality ($r = -.03, p = .808$). The strongest correlation was observed between positive affect and vigor ($r = .65, p < .001$).

Weak, but significant, correlations were observed between the moderator NFC and vigor ($r = .33, p < .001$) and positive affect ($r = .38, p < .001$).

Hypothesis Testing

All results, including the main effects, simple mediations, moderations, and moderated mediations, are presented in Table 3.

Qualitative Workload, Vigor, and Relationship Quality

Hypothesis 1 suggests that qualitative workload is negatively related to vigor. The analysis revealed a moderate significant negative effect of qualitative workload on vigor ($b = -.418, SE = .145, p = .005$). In support of Hypothesis 1, our results, thus, indicate that as employees experience an increase in qualitative workload, their vigor declines. In Hypothesis 2, we hypothesized that vigor is positively related to romantic relationship quality. Contrary to our predictions, our results revealed a marginally significant positive effect of vigor on relationship quality ($b = .168, SE = .093, p = .076$). Consequently, Hypothesis 2 is rejected.

Next, we predicted that qualitative workload would negatively affect relationship quality via vigor (Hypothesis 3). The indirect effect was examined based on bootstrapped confidence intervals and would be considered significant at the 95% level if the confidence interval did not include zero. Our data yielded no support for a mediating effect of vigor on the expected relationship between qualitative workload and relationship quality (estimate = $.070, SE = .050$; 95% confidence interval (CI) $[-.187, .007]$). Thus, Hypothesis 3 is rejected.

NFC as the Moderator of the Indirect Effect of Qualitative Workload on Relationship Quality via Vigor

As per Hypothesis 4, we predicted that the negative relationship between qualitative workload and vigor would be moderated by NFC. That is, the relationship between qualitative workload and vigor would be weaker for participants with higher levels of NFC.

Table 3

Unstandardized Coefficients and Conditional Indirect Effects from the Moderated Mediation Analysis

Predictor	Estimate	Vigor		Estimate	Positive Affect		Estimate	Relationship Quality	
		SE	z		SE	z		SE	z
Constant	3.703	.188	19.739	3.148	.102	30.817	.152	.396	.384
Qualitative Workload	-.418	.145	-2.894*	-.039	.079	-.496	-.064	.084	-.753
Positive Affect							-.245	.169	-1.449
Vigor							.168	.093	1.805
Need for Cognition	.762	.262	2.910*	.437	.143	3.065*			
Qualitative Workload x Need for Cognition	.013	.199	.064	.000	.108	.916			
Indirect Effects									
Outcome:	Moderator: Need for Cognition			Estimate	SE	95% CI Indirect Effect			
						LL 95% CI	UL 95% CI		
Relationship Quality via Positive Affect		Mean		.010	.026	-0.030	.076		
		High		-.008	.032	-.079	.057		
		Low		-.027	.044	-.029	.145		
Index of Moderated Mediation				-.024	.040	-.128	.029		
Relationship Quality via Vigor		Mean		-.070	.050	-.187	.007		
		High		-.069	.051	-.176	.025		
		Low		-.072	.069	-.259	.008		
Index of Moderated Mediation				.002	.047	-.055	.137		

Note: Estimates are unstandardized and drawn from one single regression analysis. * = $p < .05$.

Contrary to our predictions, no interaction effect was found for qualitative workload and NFC on vigor (estimate = .013, $SE = .199$, $p = .950$). Hence, Hypothesis 4 is rejected. In addition to the non-significant interaction effect between qualitative workload and NFC on vigor, our data revealed a significant main effect of NFC on vigor ($b = .762$, $SE = .262$, $p = .005$).

Furthermore, we hypothesized that the negative indirect effect of qualitative workload on relationship quality via vigor is moderated by NFC (Hypothesis 5). That is, the indirect effect is weaker for participants with higher levels of NFC. The results of the moderated mediation (i.e., indirect effects) are presented in Table 3 and show the relationship between qualitative workload and relationship quality via vigor at three levels of NFC: 1 SD above the mean (.723), the mean (.00), and 1 SD below the mean; (-.723). Hereafter, 1 SD above and below the mean will be referred to as high and low levels of NFC. The respective relationship was negative, but not significant, at all levels of NFC (high NFC: estimate = -.069, $SE = .051$, 95% CI = [-.176, .025]; medium NFC: estimate = -.070, $SE = .050$, 95% CI = [-.187, .007]; low NFC: estimate = -.072, $SE = .069$, 95% CI = [-.259, .008]). Further, the index of moderated mediation was non-significant (estimate = .002, $SE = .047$, 95% CI = [-.055, .025]). Hence, Hypothesis 5 is rejected.

Qualitative Workload, Positive Affect, and Relationship Quality

In addition, we theorized that NFC would moderate the relationship between qualitative workload and positive affect (Hypothesis 6). In other words, we hypothesized that individuals high (vs. low) in NFC would experience a more positive relationship between qualitative workload and positive affect. Contrary to our predictions we did not observe a significant interaction effect of qualitative workload and NFC on positive affect (estimate = .099, $SE = .108$, $p = .363$, 95% CI = [-.117, .316]). Consequently, hypothesis 6 is rejected.

Next, we hypothesized that positive affect would be positively related to relationship quality (Hypothesis 7). Again, contrary to our predictions, our results suggested a non-

significant negative effect of positive affect on relationship quality ($b = -.245$, $SE = .093$, $p = .152$, 95% CI = $[-.583, .093]$). As such, our data yielded no support for our prediction that positive affect would be positively related to relationship quality and instead suggested a non-significant relationship in the opposite direction. Thus, hypothesis 7 is rejected.

Moderating Effect of NFC on the Indirect Effect of Qualitative Workload on Relationship Quality via Positive Affect

Lastly, we hypothesized that the interactive effect of qualitative workload and NFC on relationship quality is mediated by positive affect (Hypothesis 8). That is, the indirect effect of qualitative workload on relationship quality via positive affect is more positive for individuals high (vs. low) in NFC. Our data revealed that the respective relationship was non-significant at all levels of NFC (high NFC: estimate = $-.008$, $SE = .032$, 95% CI = $[-.079, .057]$; medium NFC: estimate = $.010$, $SE = .026$, 95% CI = $[-.030, .076]$; low NFC: estimate = $-.027$, $SE = .044$, 95% CI = $[-.029, .145]$). Further, the index of moderated mediation was non-significant (estimate = $-.024$, $SE = .040$, $SE = .040$, 95% CI = $[-.128, .029]$). Hence, our data suggest no indirect effect of qualitative workload on relationship quality via positive affect and no moderating effect of high (vs. low) levels of NFC on the aforementioned relationship. Hypothesis 8 is rejected. Unexpectedly, our data revealed a significant positive main effect of NFC on positive affect ($b = .437$, $SE = .143$, $p = .003$).

Exploratory Analyses

Using the larger sample that included participants who were not in a romantic relationship ($n = 92$), we performed regression analyses using model 1 (i.e., simple moderation model) in Process. The first moderation analysis included qualitative workload as the independent variable, vigor as the dependent variable, and NFC as the moderator. The results from the respective analysis were in line with the findings from our previous hypothesis testing and revealed (1) a significant negative main effect of qualitative workload on vigor ($b = -.343$, $SE = .118$, $p = .005$), (2) a significant positive main effect of NFC on

vigor ($b = .835, SE = .213, p = .000$), and (3) no interactive effect of qualitative workload and NFC on vigor (estimate = $.037, SE = .164, p = .823$).

Lastly, we included positive affect as our dependent variable, and the results were, again, consistent with the results from our earlier hypothesis testing. The data revealed (1) no significant interactive effect of qualitative workload and NFC on positive affect (estimate = $.057, SE = .092, p = .617$) and (2) a significant positive effect of NFC on positive affect ($b = .467, SE = .119, p = .000$). Hence, the results stayed consistent in both samples.

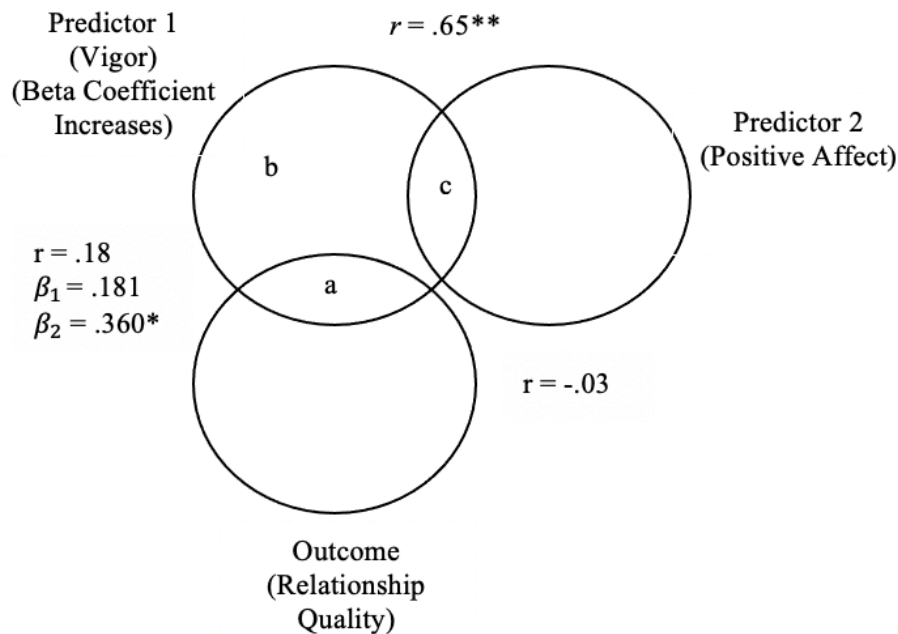
Testing for Classical Suppression

The surprising negative non-significant relationship between positive affect and relationship quality (see results of Hypothesis 7), alludes to the presence of a suppressor effect. Classical suppression (see Figure 2) refers to a situation where an independent variable (IV) is correlated significantly and positively with another IV and significantly increases the variance explained (R^2) and the predictive validity of the other IV, without itself being correlated with the dependent variable (Paulhus et al., 2004). Importantly, a variable constitutes a suppressor only for those variables whose regression weight increases when the suppressor is added to the equation. Hence, a suppressor variable is defined by its effects on other variables' weight in a regression equation, and not by its own regression weight (Conger, 1974). As shown in Table 2, positive affect and vigor are significantly positively correlated ($r = .65, p < .001$), and positive affect have a near-zero negative correlation with relationship quality ($r = -.03, p = .808$)—indicating that positive affect might act as a suppressor for vigor.

Since the initial examination of suppressor variables using regression weights, some authors argue that beta weights are best used as an indication of suppression and instead prefer using the semi-partial correlation of the semi-partial correlation of the suppressor variable in evaluating suppressor effects (Nathans et al., 2012). That is, a variable constitutes

Figure 2

Graphical Depiction of Positive Affect as a Suppressor in Our Model



Note: Adapted from Gaylord-Harden et al. (2010); β_1 = beta coefficient for vigor in a model with vigor as the only predictor, β_2 = beta coefficient for vigor in a model with vigor and positive affect as predictors for relationship quality.

a suppressor if its semi-partial correlation is larger than its respective zero-order correlation and if the sum of squared semi-partials is greater than the models' R^2 (Pandey & Elliott, 2010; Velicer, 1978). Moreover, post-hoc inspections of the zero-order and partial correlation can be used to identify suppressor effects: suppression is involved if a criterion's (i.e., vigor) partial correlation is larger than its respective zero-order correlation (Nathans et al., 2012). It should, however, be noted that these test only identifies the presence of suppression, but not which variable is the suppressor (Muniz, 2020). Nevertheless, considering that our model only contains two independent variables and that our correlation table shows a near-zero correlation between positive affect and relationship quality, it is evident that positive affect would be the only possible suppressor.

Accordingly, we performed regression analyses with vigor as the sole predictor and

with vigor and positive affect together to examine the possibility of positive affect acting as a suppressor. The results (see Table 4) indicated a marginally significant change in R^2 when positive affect was added to the model ($F(\Delta R^2) = .093$). The results (see Table 5) also

Table 4

Regression of Romantic Relationship Quality on Vigor and Vigor and Positive Affect Together (N = 66)

	Model 1	Model 2
Vigor	.095	.194**
Positive Affect		-.278
R^2	.033	.075
Adjusted R^2	.018	.046
$F(R^2)$	2.162	2.909
ΔR^2		.042
$F(\Delta R^2)$.093

Note: * = $p < .05$, ** = $p < .001$. Coefficients are unstandardized.

revealed that (1) positive affect's semi-partial was larger than its respective zero-order correlation ($-.207 > -.030$), (2) that the sum of squared semi-partials was larger than the models' R^2 ($.118 > .075$), (3) that vigor's partial correlation was larger than its respective zero-order correlation ($.273 > .181$), and (4) that vigor significantly predicted relationship quality only in a model that included positive affect. Consequently, our results suggest a case of classical suppression with positive affect as the suppressor.

Table 5

Correlations between Romantic Relationship Quality, Vigor, and Positive Affect (N=66)

	Model 1	Model 2	
	Vigor	Vigor	Positive Affect
Coefficients Std.Error	.065	.086	.163
Standardized Coefficients β	.181	.360*	-.280
Correlations			
Zero-order		.181	-.030
Partial		.273	-.210
Part		.273(.075)	-.207(.043)

 Σ of Squared Semi Partial

.118

Note: * = $p < .05$, ** = $p < .001$. Coefficients are unstandardized. Numbers in brackets are the respective squared semi-partials.

Discussion

Drawing on COR-theory (Hobfoll, 1989, 2012) and the W-HR model developed by ten Brummelhuis and Bakker (2012), our research set out to contribute to our understanding of the processes underlying work-to-home conflict. We aimed to examine the dynamics of qualitative workload, and particularly how it could indirectly affect the quality of romantic relationships among working professionals. A moderated mediation model with vigor and positive affect as mediators and NFC as the moderator was developed and tested. We expected (1) a negative indirect effect of qualitative workload on relationship quality via vigor that is moderated by NFC, and (2) an interactive effect of qualitative workload and NFC on relationship quality via positive affect. That is, we postulated that the negative indirect effect of qualitative workload on relationship quality via vigor would be weaker for individuals with high levels of NFC and that the indirect effect of qualitative workload on relationship quality via positive affect would be more positive for individuals high (vs. low) in NFC.

Our contributions are threefold. First, it adds to the scarce literature on qualitative workload and expands our understanding of the consequences of qualitative workload on employees' personal resources. Most of the research done on workload and its consequences have, to the best of our knowledge, either focused on the quantitative facet of workload or combined both dimensions into a single measure of workload. Hence, qualitative workload has largely been neglected as a distinct measure, and little is known about its discriminant effect on various outcomes, such as one's personal resources (Bowling et al., 2015). For instance, by exclusively measuring the qualitative facet of workload, we were able to demonstrate a negative link between qualitative workload and vigor. In doing so, we expand

upon previous research that has revealed a negative link between quantitative workload and personal resources, such as vigor (Ilies et al., 2015; Sonnentag & Niessen, 2008). Hence, our results suggest that experiencing challenging tasks (i.e., qualitative workload) might be just as damaging to employees' feelings of vigor as the amount of work (i.e., quantitative workload) they are experiencing.

Second, our study broadens our understanding of the theoretical relationship between work demands, resources, and their interactive effects on home outcomes, as outlined in the W-HR model. More specifically, our results both supported and contradicted the models' propositions. In support of the W-HR model, our findings suggest (1) that qualitative workload is negatively linked to vigor and (2) that vigor is marginally positively related to romantic relationship quality. However, in contrast to the assumption that personal resources (i.e., vigor) should mediate the relationship between work demands (i.e., qualitative workload) and home outcomes (i.e., relationship quality), we found no support for a mediating effect of vigor. Furthermore, we found that employees' positive affect was unaffected by their perceived qualitative workload, irrespective of their levels of NFC. This finding starkly contrasts the W-HR models' assumption that work demands should be negatively related to employees' personal resources. Although this finding seems to contradict the propositions set out by the W-HR model, it lends initial support to the idea that negative experiences (i.e., qualitative workload) only should exert an influence on negative, but not positive affective states (i.e., affect symmetry; Sonnentag, 2015). Accordingly, our study demonstrates the nuanced relationship between work demands and resources and suggests that positive affective states might be at less risk of being depleted from qualitative workload, and negative work experiences, than other personal resources (e.g., vigor).

Third, in exploring NFC as a possible key resource, we are able to demonstrate the importance of cognitive motivational traits in the context of work. Through decades of

research, it has become evident that intelligence and cognition constitute one of the most relevant predictors of professional success (Grass et al., 2017). However, the motivation to invest cognitive effort and indulge in effortful intellectual tasks (i.e., NFC) has yet to be considered to the same degree (Grass et al., 2017). Whilst many studies have investigated NFC in the context of academic performance (Cazan & Indreica, 2014; Elias & Loomis, 2002; Grass et al., 2017), studies that consider the relevance of NFC in the context of work demands and resources are, thus far, scarce. Although our results did not indicate a moderating (i.e., key resource) effect of NFC on the expected relationship between work demands and personal resources, we unexpectedly found that NFC had a significant positive main effect on both vigor and positive affect. The latter finding implies that employees' feelings of vigor and positive affect increase in accordance with their levels of NFC. Furthermore, it suggests that NFC might be an important asset that supports the attainment of other valuable resources that can mitigate the negative effects of work demands. Importantly, our results suggest that interventions that aim to foster the development of NFC amongst employees might be valuable in ensuring the preservation of employees' personal resources. As we did not hypothesize these main effects of NFC, the above proposition will need further research and replication.

Qualitative Workload and Personal Resources

Our findings yielded no support for the moderated mediation model, and the majority of our hypotheses were rejected. Consistent with our predictions, we found that qualitative workload was negatively related to vigor, such that as employees' qualitative workload increased, their sense of vigor decreased. This finding is in line with the core propositions of the W-HR model and previous findings linking workload to fatigue (Ilies et al., 2015; Sonnentag & Niessen, 2008), burnout (Vander Elst et al., 2016) and reduced vigor at work (Tomic, 2016). Drawing on the W-HR model, the negative link between qualitative workload

and vigor might suggest that employees' energetic resources are at risk of being depleted if they experience high levels of qualitative workload. To reduce the risk of energy depletion among employees, our results, thus, imply that qualitative workload should be reduced.

Moreover, as the qualitative facet of workload largely has been neglected in the literature and little is known about its consequences (Bowling et al., 2015), our results add to the workload literature and suggest that not only quantitative, but also qualitative workload constitutes a work demand that may deplete employees' personal resources.

In opposition to the assumption that work demands deplete personal resources, and based on the idea of affect symmetry (Sonnentag, 2015), we predicted that individuals high in NFC would experience greater positive affect in the face of qualitative workload, whereas low NFC individuals' positive affect would remain unaffected by qualitative workload. Contrary to our predictions, our results suggested no interactive effect of employees' qualitative workload and NFC on their positive affect. Despite the non-significant results, it is interesting that employees' positive affect was unaffected by their qualitative workload. The non-significant effect of qualitative workload on positive affect is in line with the assumptions of affect symmetry (Sonnentag, 2015) and lends support to the idea that positive affective states only should be affected by positive experiences and not by negative experiences. This might suggest that although individuals low in NFC likely will perceive qualitative workload as a negative event, their positive affective states remain unaffected.

The finding that individuals high (vs. low) in NFC did not experience greater positive affect in the face of qualitative workload contradicts our prediction and might suggest at least two things. First, individuals high in NFC may not perceive qualitative workload as a more pleasurable event than those low in NFC. Thus, lending further support to the idea of affect symmetry. Second, the interactive effect of NFC and qualitative workload on positive affect might be dependent on another unspecified variable. That is, the interactive effect of NFC and

qualitative workload on positive affect might depend on, for instance, employees' perceived success with their workload. This proposition is in line with previous studies that have demonstrated a positive link between task achievement and positive affective states (Bodroza, 2011; Brown & Dutton, 1995) as well as a positive relationship between goal attainment, positive feedback, and positive affectivity (Ilies, De Pater, et al., 2007).

Hence, although individuals high (vs. low) in NFC might be better at coping with complex problems (Bye & Pushkar, 2009), be less likely to experience tension in demanding situations (Gallagher, 2012), and experience cognitive investments as less draining (Gallagher, 2012), their experiences of positive affect might be more dependent on whether they perceive that they have successfully accomplished the task at hand. Regardless, our results contradict the core propositions of the W-HR model and the idea that work demands (i.e., qualitative workload) should have a negative effect on employees' personal resources (i.e., positive affect). Taken together, our results partially support the assumptions of affect symmetry and contradict the widely accepted assumption that work demands should have a negative effect on employees' personal resources.

Personal Resources and Relationship Quality

Contrary to our expectations and the propositions presented by the W-HR model, neither vigor nor positive affect was found significantly related to relationship quality and neither was found to mediate the relationship between qualitative workload and relationship quality. The effect of vigor on relationship quality was in the predicted direction but was only marginally significant. That is, there was a marginally significant tendency that as employees' vigor increased, their romantic relationship quality also increased. This finding is partly in line with previous research linking vigor to relationship quality (Bradley & Hojjat, 2017; Dumas et al., 2003, 2007) and might suggest that possessing energetic resources (i.e., vigor) provides employees with the means to effectively respond to the demands emerging from

their romantic relationships. Although we cannot conclude from the results exactly why and how vigor positively affects employees' perceptions about their romantic relationship quality, it might be that feelings of vigor encourage engagement and expanded effort in one's romantic relationship. That is, they might be more able and willing to invest their personal resources in their relationship, initiate positive social interactions, provide social support, perform household tasks, and communicate effectively (Shirom, 2004).

Remarkably, we observed no significant positive relationship between employees' positive affect and romantic relationship quality. Moreover, the non-significant effect was found to be in the opposite direction from what we predicted. This finding starkly contrasts previous research linking positive affect to high-quality relationships (Aune & Wong, 2002; Brown et al., 2022; Brown & Fredrickson, 2021), and contradicts the ideas outlined in the W-HR model and COR theory. That is, the assumption that the possession of personal resources will facilitate effective functioning in the home domain (ten Brummelhuis & Bakker, 2012) and prompt further investments of personal resources in the pursuit of valued goals (e.g., nurturing one's romantic relationship; Grawitch et al., 2010). Apart from the finding that positive affect did not exert an influence on employees' romantic relationship quality, it was surprising that the non-significant effect was in the negative direction.

A possible explanation for the negative non-significant relationship between positive affect and relationship quality might be the presence of a suppressor variable. Classical suppression refers to a situation where an independent variable (i.e., the suppressor) is significantly correlated with the other independent variable(s) and significantly increases the variance explained (R^2) without itself being correlated with the dependent variable (Paulhus et al., 2004). Considering the highly significant positive correlation between vigor and positive affect and the near-zero negative correlation between positive affect and relationship quality, we suspected that the latter result might be explained by a classical suppressor effect.

That is, the strong correlation between the two mediators might have caused the inclusion of positive affect in the regression equation to remove the irrelevant predictive variance of vigor on relationship quality. As such, the inclusion of positive affect increases the regression weight of vigor and the overall predictability of the model whilst positive affect itself shows a negative near-zero correlation with relationship quality (Akinwande et al., 2015). Having tested for suppression and discovering that positive affect acts as a suppressor for vigor in our model, the true predictive power of positive affect on relationship quality in our regression model cannot be revealed. Something which, in consequence, complicates the interpretation of results.

When encountering a suppressor situation, solutions often offered are to combine highly correlated predictors or simply remove the suppressor variable from the regression equation (Akinwande et al., 2015). However, as the removal of suppressor variables might underestimate other parameters and undermine the overall predictive power of the regression model (Pandey & Elliott, 2010), and as the CFA revealed that the five-factor model with all items loading on their respective factors provided the best model fit, the suppressor variable was not removed from the regression equation. Consequently, the predictive value of positive affect on relationship quality is difficult to interpret and offers a potential explanation for the negative non-significant effect of positive affect in our regression model.

Another explanation for the non-significant effect of positive affect on relationship quality can be found in our methodological approach. Participants were asked to report on their subjective experiences of positive affect (i.e., their moods and emotions) for the past seven days, something which is more reflective of their state positive affect, and not their trait positive affect. In contrast to state positive affect, which represents moods and emotions that are rather momentary and volatile, trait positive affect denotes a more stable and persistent personality characteristic (Cohen & Pressman, 2006). Considering that interpersonal

relationships, and romantic relationships, most often reflect a long-term commitment that is a central aspect of peoples' lives, it might be that momentary (vs. durable) affective states exert less of an influence on individuals' perceptions of their relationship quality. That is, whether or not an individual feels as if they are in a high-quality relationship might be more dependent on their stable propensity to experience positive affect and not their momentary emotional reactions to volatile events.

Mediating Effects of Vigor and Positive Affect

In opposition to the W-HR model, and to our surprise, neither vigor nor positive affect had a mediating effect in our model. For an independent variable to act as a mediator, it must be significantly related to both the dependent- and the outcome variable (Fritz & MacKinnon, 2007). Considering that positive affect was found not to be significantly linked to relationship quality in our model, it is not surprising that no mediation effect was found for positive affect.

Concerning vigor, which was found significantly linked to qualitative workload and marginally significantly linked to relationship quality, the absence of a mediation effect might be due to the study's low power (i.e., the likelihood of correctly rejecting the null hypothesis; Anderson et al., 2017). As power is positively related to sample size, it is plausible that our small sample size reduced our probability to detect a true effect. That is, vigor might mediate the negative relationship between qualitative workload and relationship quality, but the likelihood of rejecting the null hypothesis and revealing the true effect was too small due to the study's small sample size.

The (non) Moderating Role of NFC

In introducing NFC as a moderating variable in our research model, we expected that NFC would moderate (1) the negative relationship between qualitative workload and vigor, and (2) the positive relationship between qualitative workload and positive affect. Our results indicated that NFC did not moderate either of the above relationships, suggesting that NFC

did not represent a key resource in our model. More specifically, our results suggest that employees' levels of NFC neither increase nor decrease the effect of qualitative workload on either their vigor or positive affect. This might imply that their perceptions of qualitative workload are unaffected by their levels of NFC and, hence, do not interact to affect their experience of vigor and positive affect.

As previously discussed, another possible explanation might be that the effect of NFC on the relationship between qualitative workload and personal resources is dependent on another unknown variable. For instance, it is possible that it is not simply employees' cognitive motivation and preference for challenging tasks that influence the effects of qualitative workload on their resources, but rather the amount of resource investment and/or the extent to which they perceive that they successfully managed the task at hand. Individuals high in NFC are thought to be better equipped to solve novel and complex tasks, in part due to their intrinsic motivation to be proactive and persist in the face of difficulties (Cacioppo et al., 1996). Furthermore, they are thought to have more effective appraisal and coping strategies where they are more likely to evaluate demanding situations as a positive challenge and less likely to perceive resource investments as taxing (Gallagher, 2012).

However, although high levels of NFC might be positively related to task success (Coutinho et al., 2005; Nair & Ramnarayan, 2000), it does not necessarily guarantee effective and successful completion of some task. Moreover, their qualitative workload might have required resource investment over and above their preference. Hence, the effect of NFC on the relationship between qualitative workload and personal resources (i.e., vigor and positive affect) may be influenced by whether a task requires excessive resource investment and whether the employee succeeds with their workload. That is, if employees' qualitative workload requires excessive resource investment, their sense of vigor might decrease irrespective of their predisposition to prefer and enjoy complex tasks. This suggestion is in

line with COR theory (Hobfoll, 1989) which posits that excessive resource investment is likely to elicit a stress response and a spiral of resource loss, as well as research (Sonnentag & Niessen, 2008; Zohar et al., 2003) demonstrating a link between excessive resource investment and a decline in energetic resources. Moreover, whilst having high levels of NFC might attenuate negative affective states whilst dealing with complex challenges (Gallagher, 2012; Grass et al., 2022), completing and/or successfully dealing with their workload might be a more prominent contributor to employees' positive affect than their sheer liking of complex tasks.

Although we did not expect to observe a main effect of NFC on employees' personal resources, our results indicated that NFC had significant positive main effects on both vigor and positive affect in our model. That is, the higher the employees scored on NFC, the higher they reported their vigor and positive affect. Despite not predicting these findings, they are not surprising considering that NFC represents a protective resource that helps people cope with critical life events and the consequences associated with them (Bye & Pushkar, 2009). The observed positive association between NFC and positive affect is, moreover, in line with previous research linking NFC with increases in positive affect (Grass et al., 2022; Strobel et al., 2017; Yazdani & Siedlecki, 2021). Although there, to the best of our knowledge, are not any studies linking NFC to vigor, other studies have demonstrated links between NFC and appetitive motivation (Fleischhauer et al., 2010), positive emotionality (Bye & Pushkar, 2009), work engagement (Nowlin et al., 2018), as well as resilience and active, alert, and interested behaviors (Fleischhauer et al., 2010). That is, outcomes representative of vigor.

Based on our results we cannot make any specific conclusions as to why NFC was found to be positively related to employees' positive affect and vigor. However, based on the defining characteristics of individuals high in NFC, it is possible that employees who are high (vs. low) in NFC are generally better at solving and actively coping with the demands placed

upon them— whether that be critical life events or volatile contextual challenges. Moreover, it might be that employees high in NFC are better at attaining, conserving, and utilizing other resources that are needed when confronting challenging circumstances. As such, employees high in NFC might be more predisposed to feel vigorous and positive as they possess the necessary resources to positively appraise and cope with their daily life events.

Limitations and Suggestions for Future Research

As with any scientific research, our study is not free from limitations. First and foremost, we recognize that the better methodological option for exploring our research question would be to conduct a diary study—a research method that allows for a more contextual and nuanced understanding of patterns over time. When we first started collecting data, we started with the intent to conduct a longitudinal study where participants were asked to answer three separate questionnaires with a 1-week time lag. However, as few people from our target population chose to enter the study and as the response rates significantly declined with each wave, we realized that the only viable option would be to conduct a cross-sectional study instead. In consequence, we were left with a rather small sample size that ultimately decreased our chances of correctly rejecting the null hypothesis and finding true effects. Hence, it is possible that true effects remained undetected in our study. Regarding our initial methodological approach and sample, it is, in addition, possible that our sample was subject to a self-selection bias in which participants with a constant high qualitative workload refrained from taking part in the study. As such, it might be that our sample mostly attracted, and consisted of, individuals who were content with their workload and had the energy to take part.

Second, as our results are exclusively based on self-reports, and as all variables of interest were measured within one survey, it is possible that our results have been subject to common-methods bias (CMB). That is, when common method variance inflates the

relationship between the measured variables and leaves the results both less reliable and valid.

However, as the CFA revealed that the proposed model fits the data more than both the one and four-factor model (i.e., Harman's single factor test through EFA or CFA), the risk of CMB is alleviated (Kock et al., 2021).

Finally, regarding our materials, the aptness of the measurement scales for both qualitative workload and relationship quality is questionable. As there has yet to be developed a measurement tool for qualitative workload, we measured qualitative workload by using the Subjective Task Complexity scale by Maynard and Hakel (1997). Although we contend that qualitative workload and subjective task complexity are conceptually and sufficiently similar, we acknowledge that they are two distinct constructs. Hence, despite having modified the scale to refer to one's work and not some task, the employees' responses to qualitative workload must be understood as a product of the task complexity scale.

Concerning relationship quality, we postulated that both positive affect and vigor would be positively related to employees' relationship quality. However, as positive affect and vigor constitute personal resources that are rather volatile, and as relationship quality depicts an outcome variable that might be more stable, it is questionable whether volatile resources are prominent enough to produce significant effects on employees' overall perceptions of their relationships. Therefore, it is possible that a better approach would be to measure short-term work–life conflict by measuring specific and more volatile behaviors (e.g., affection) that can influence the quality of employees' romantic relationships. Although it is possible that volatile (vs. stable) resources may not be as influential in affecting one's relationship quality, it is important to note that previous studies (Buck & Neff, 2012; Gadassi et al., 2016; Unger et al., 2014) have demonstrated day-level variations in people's relationship satisfaction. Hence, raising questions as to whether evaluations of one's

relationship quality remain relatively constant and, thus, whether volatile behaviors and affective states are insufficient to influence such evaluations.

To attain a more nuanced picture of the interrelation between our variables, and to increase the validity and reliability of our results, future research would profit from conducting a daily diary study with a larger sample size. Such an approach would allow for discovering potential day-level variations and fluctuations in behaviors and affective states. Moreover, it would open the possibility of discovering if and/or how fluctuations in behaviors and affective states affect employees' outcomes in the home domain (e.g., in one's romantic relationship; Gochmann et al., 2022).

Moreover, as qualitative workload is becoming increasingly prevalent among employees, developing a valid and reliable measurement tool for qualitative workload would be especially valuable. With a tool designed to specifically measure the qualitative facet of workload, researchers will, in turn, be more equipped to examine the discriminant effects qualitative workload may have on employees' individual and professional well-being.

Although we did not expect to find a main positive effect of NFC on vigor and positive affect, our results allude to the possibility of NFC being a protective resource that aids in attaining and retaining other valuable resources (i.e., vigor and positive affect). Replication studies are, however, needed to test the above proposition. If future research can demonstrate a positive link between NFC and personal resources, it should be of great interest for research to develop and test intervention strategies that are targeted at fostering NFC in employees. Ultimately, increasing the well-being of employees if such intervention strategies are proven effective.

Lastly, an interesting avenue for future research would be to expand on the current research done on the idea of affect symmetry (Sonnentag, 2015). Many occupational stress models, such as the W-HR model (ten Brummelhuis & Bakker, 2012) and the Job Demands -

Resources model (Bakker & Demerouti, 2007), stress the importance of resources and argue that work demands have a depleting effect on employees' resources, such as positive affectivity. However, in support of the idea of affect symmetry, we found no support for the assumption that qualitative workload negatively influences employees' positive affect. Considering that there, to the best of our knowledge, is scarce literature on the relationship between work demands and positive affect, it would be interesting to see whether future studies are able to replicate our findings and lend further support to the idea of affect symmetry. Additionally, whether affect symmetry holds true for work demands other than qualitative workload.

Conclusion

Does NFC constitute a key resource that moderates the negative indirect association between qualitative workload and romantic relationship quality? Taken together, our results revealed no mediating effect of positive affect and vigor on the negative indirect relationship between qualitative workload and employees' romantic relationship quality. Neither did our results reveal a moderating effect of NFC on the relationship between qualitative workload and personal resources (i.e., positive affect and vigor). As such, our results suggest that NFC did not constitute a key resource in our model. The above findings starkly contrast the propositions set out by the W-HR model and lend initial support to the idea of affect symmetry. Despite its non-moderating role, NFC significantly and positively influenced employees' experiences of both positive affect and vigor. These findings might suggest that NFC represents an important resource that may facilitate the attainment and preservation of other valuable resources, and ultimately have the potential to enhance employees' well-being. Interventions that aim to foster the development of NFC might, consequently, be considered a viable option to promote well-being amongst employees. Although this proposition will need

further research, we believe that our results highlight that NFC represents a valuable asset that is worthwhile to be more closely examined in occupational health research.

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Appendix

Online Questionnaire for Participants



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Velkommen til prosjektet "Hvordan Arbeidsforhold Påvirker Arbeidstakere"

Takk for at du deltar!

Prosjektets mål

Dette forskningsprosjektet ønsker å undersøke hvordan arbeidstakere påvirkes av de arbeidsforholdene de opplever.

Hvem er ansvarlig for forskningsprosjektet?

Førsteamanuensis Dr. Dana Unger fra Institutt for Psykologi ved UiT Norges arktiske universitet leder prosjektet. Lenita Rødfjell og Thea Victoria Moe går masterstudiet i psykologi og skriver sin masteroppgave om temaet.

Hvorfor er du blitt bedt om å delta?

Du er invitert til å delta i denne undersøkelsen fordi du er i 50-100 % jobb, er mellom 18 og 65 år, og bor i Norge. Prosjektet retter seg mot denne gruppen, i Norge.

Hva betyr deltakelse for deg?

Dersom du velger å delta i dette prosjektet betyr det at du godtar å fylle ut 3 spørreskjemaer på nett. Det første spørreskjemaet vil ta rundt 10-15 minutter og vil samle demografisk informasjon om deg. I løpet av de neste to ukene vil du motta to korte spørreskjemaer (med én ukers mellomrom) via e-post. Du vil bli stilt spørsmål angående din opplevelse knyttet til arbeidsforhold, din arbeidsdag, velvære, og om andre hverdagsfaktorer. Svarene dine vil bli registrert via nettplattformen SoSciSurvey som beskytter dataene dine i tråd med GDPR og via fullstendig SSL-kryptert dataoverføring. Datainnsamlingen vil bli analysert av prosjekt-teamet. Etter at analyse er fullført, vil all data bli slettet fra SoSciSurvey.

Hvordan drar du nytte av denne forskningen?

Om du ønsker vil du motta resultatene av studien og dersom du fullfører alle 3 spørreskjemaene vil du være med i trekningen på 4 gavekort (DittGavekort) med en verdi på 500 kr. per stykk.

Deltagelsen er frivillig og anonym

Deltagelsen i dette prosjektet er fullstendig frivillig og anonym. Hvis du bestemmer deg for å delta og fylle ut skjemaet, så har du alltid rett til å stoppe. Ingen personopplysninger (for eksempel navn, telefonnummer) vil bli samlet inn med spørreskjemaet eller tilordnet dine spørreskjemadata. Leder av prosjektet vil være den eneste i forskningsteamet som har tilgang til demografiske data. Du er anonym dersom du deltar i denne studien. Anonymiserte data vil bli gjort tilgjengelig for andre forskere.

Hvor kan jeg finne ut mer?

Hvis du har spørsmål knyttet til prosjektet, vennligst kontakt:

Dr. Dana Unger
Førsteamanuensis
Institutt for Psykologi
UiT Norges Arktiske Universitet
dana.unger@uit.no

Neste



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Vil du delta i studien "hvordan arbeidstakere påvirkes av arbeidsforhold"?

	Ja	Nei
Jeg bekrefter at jeg har mottatt og forstått informasjonen om dette forskningsprosjektet om "hvordan arbeidstakere påvirkes av arbeidsforhold", og har hatt anledning til å stille spørsmål.	<input type="radio"/>	<input type="radio"/>
Jeg bekrefter at jeg deltar frivillig i denne studien og kan trekke meg fra studien når som helst uten å oppgi årsak.	<input type="radio"/>	<input type="radio"/>
Jeg godtar at dataene mine blir samlet inn som en del av denne studien og vil bli registrert, lagret og behandlet anonymt.	<input type="radio"/>	<input type="radio"/>
Jeg godtar at anonymiserte data vil bli gjort tilgjengelig for andre forskere.	<input type="radio"/>	<input type="radio"/>
Jeg godtar at e-posten min blir lagret, slik at jeg skal kunne bli kontaktet (f.eks. bli tilsendt lenkene til spørreskjemaene) som en del av studien.	<input type="radio"/>	<input type="radio"/>
Jeg vil gjerne delta i studien "hvordan arbeidstakere påvirkes av arbeidsforhold".	<input type="radio"/>	<input type="radio"/>

Neste



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1. Er du mellom 18 og 65 år?

- Ja
- Nei

Neste



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Hvor bor du?

- Norge
- I et annet land, det er

Neste



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Hva er din status?

Kun ett svar mulig.

- Øverste leder
- Ansatt med lederansvar
- Ansatt uten lederansvar
- Selvstendig næringsdrivende
- Lærling
- Student
- Arbeidsledig
- Annet, det er:

Neste



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Hvilken stillingsprosent har du?

- Heltid (100%)
- Deltid (75-99%)
- Deltid (50-74%)
- Deltid (<50%)

Neste



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Takk for at du deltar! Du er kvalifisert til å delta i studien. Vennligst oppgi din e-postadresse nedenfor. Hvis du ikke finner en e-post fra oss i innboksen din, sjekk søppelpostmappen din.

Vennligst oppgi e-postadressen din.

E-postadressen din:

E-post CC:

Neste



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Takk for at du fylte ut dette spørreskjemaet!

Svarene dine ble overført.

Hvis du møter problemer, ikke nøl med å kontakte oss: dana.unger@uit.no

Ha en fin dag!



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Velkommen!

Tusen takk for at du deltar.

Prosjektets mål

Dette forskningsprosjektet ønsker å undersøke hvordan arbeidstakere påvirkes av de arbeidsforholdene de opplever.

Hvem er ansvarlig for forskningsprosjektet?

Førsteamanuensis Dr. Dana Unger fra Institutt for psykologi ved UiT Norges arktiske universitet leder prosjektet. Lenita Benedicte Rødfjell og Thea Victoria Moe skriver sin masteroppgave under deres veiledning.

Hva skjer nå?

Denne spørreundersøkelsen vil ta om lag 10 minutter å gjennomføre. Spørsmålene vil omhandle dine arbeidsforhold, samt hvordan du opplever hverdagen din. Denne spørreundersøkelsen har tre deler, der du nå besvarer første del av spørreundersøkelsen og vil ved et senere tidspunkt få tilsendt en link til den andre delen av spørreundersøkelsen. Dette gjelder også for den tredje og siste delen av spørreundersøkelsen.

Deltagelsen er 100% frivillig og anonym

Deltagelsen i dette prosjektet er fullstendig frivillig og anonym. Hvis du bestemmer deg for å delta og fylle ut skjemaet, så har du alltid rett til å trekke deg. Ingen personlig informasjon som kan identifisere deg vil bli samlet inn. Du er fullstendig anonym dersom du deltar i denne studien. Anonymiserte data vil bli gjort åpent tilgjengelig for andre forskere.

Hvor kan du finne ut mer?

Hvis du har spørsmål knyttet til prosjektet, vennligst kontakt:

Førsteamanuensis Dr. Dana Unger,
Prosjektleder

Institutt for Psykologi
UiT Norges arktiske universitet
Email: dana.unger@uit.no
Telefon: +47 77646557
Kontor (Campus Tromsø): TEO-H5 5.660

Neste



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Vil du delta i studien "hvordan arbeidstakere påvirkes av arbeidsforhold"?

	Ja	Nei
Jeg bekrefter at jeg har mottatt og forstått informasjonen om dette forskningsprosjektet om "hvordan arbeidstakere påvirkes av arbeidsforhold", og har hatt anledning til å stille spørsmål.	<input type="radio"/>	<input type="radio"/>
Jeg bekrefter at jeg deltar frivillig i denne studien og kan trekke meg fra studien når som helst uten å oppgi årsak.	<input type="radio"/>	<input type="radio"/>
Jeg godtar at dataene mine blir samlet inn som en del av denne studien og vil bli registrert, lagret og behandlet anonymt.	<input type="radio"/>	<input type="radio"/>
Jeg godtar at anonymiserte data vil bli gjort tilgjengelig for andre forskere.	<input type="radio"/>	<input type="radio"/>
Jeg godtar at e-posten min blir lagret, slik at jeg skal kunne bli kontaktet (f.eks. bli tilsendt lenkene til spørreskjemaene) som en del av studien.	<input type="radio"/>	<input type="radio"/>
Jeg vil gjerne delta i studien "hvordan arbeidstakere påvirkes av arbeidsforhold".	<input type="radio"/>	<input type="radio"/>

Neste



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Du vil nå få spørsmål som handler om arbeidet ditt.

Om du har noen spørsmål, vennligst kontakt oss: dana.unger@uit.no

Neste



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Hvor mange år har du jobbet? Hvor mange år har du jobbet i din nåværende organisasjon? (i år)

Totalt har jeg jobbet i <input type="text"/> år	<input type="checkbox"/> ingen svar
Jeg har jobbet i min nåværende organisasjon i <input type="text"/> år	<input type="checkbox"/> ingen svar

Neste



Indiker hvilken sektor du jobber i.

- Finans/forsikring
 - Konstruksjon
 - Salg og engroshandel
 - Energi og vannforsyning
 - Utdanning og undervisning
 - Hotel og restaurant
 - Helse
 - Håndverk
 - IT og kommunikasjon
 - Kunst og underholdning
 - Jordbruk og skogbruk
 - Offentlig administrasjon
 - Industri og produksjon
 - Trafikk
 - Forskning
 - Annet:
-
- ingen svar

Neste



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Hvor mange timer i uken jobber du i gjennomsnitt?

timer ingen svar

Jobber du skiftarbeid?

Ja
 Nei
 ingen svar

Har du selv mulighet til å bestemme når du jobber?

Ja
 Nei
 ingen svar

Har du selv mulighet til å bestemme når du avslutter arbeidsdagen din?

Ja
 Nei
 ingen svar

Har du selv mulighet til å bestemme når du skal ha pauser i arbeidsdagen?

Ja
 Nei
 ingen svar

Neste



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Hvilken stillingsprosent har du?

- Fulltid (100%)
- Deltid (75-99%)
- Deltid (50-74%)
- Deltid (<50%)
-
- ingen svar

Neste



UiT The Arctic University of Norway

Hva er din status?

Kun ett svar mulig.

- Øverste leder
- Ansatt med lederansvar
- Ansatt uten lederansvar
- Selvstendig næringsdrivende
- Lærling
- Student
- Arbeidsledig
- Annet, det er:

Hvor mange ansatte rapporterer til deg direkte?

Vennligst fyll inn antall ansatte som rapporterer til deg. Har du ikke en lederrolle, vennligst sett inn tallet 0.

ansatt/e

ingen svar

Neste



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Nå vil det følge en rekke spørsmål som omhandler dine arbeidsforhold og lederskap ved din arbeidsplass.

Om du har noen spørsmål, vennligst kontakt oss: dana.unger@uit.no

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Generelt, når du er på jobb og kommuniserer med ansatte, ledere, medarbeidere og/eller team medlemmer, hvor mange ganger i uker bruker du:

	0 dager	1	2	3	4	5	6	7 dager	Ingen svar
... fysiske kontakt (f.eks. være tilstede i samme bygg, samtaler osv.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... møter via telefon (f.eks. telefon konferanse)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... e-mail	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... andre digitale verktøy (f.eks. videokonferanse)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... andre, det er: <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Neste



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Videre følger en rekke utsagn om din leder. Vennligst les oppgi hvor godt hvert utsagn passer for din leder.

Lederen min ...	Veldig uenig					Veldig enig					ingen svar
... kommuniserer klart og har en positiv innstilling for fremtiden.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... behandler personale som individer, støtter og oppfordrer til utvikling.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... oppmuntrer og anerkjenner personale.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... fremmer tillit, engasjement og samarbeid mellom gruppe/team medlemmer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... oppfordrer til å tenke på problemer på en ny måte og stille spørsmål ved antagelser.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... er tydelig på sine verdier og praktiserer det han/hun tror på.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... skaper stolthet og respekt hos andre og inspirerer meg ved å være svært kompetent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Neste



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Videre følger en rekke utsagn om din leder. Vennligst les hvert utsagn og bestem hvor godt hvert utsagn passer for lederen din.

Lederen min...	Veldig uenig					Veldig enig					ingen svar
... har evnen til å lytte, uten fordommer, og prøver å forstå andres synspunkt.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... har evnen til å kommunisere ideer og intensjoner til andre tydelig.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... ber om og bruker andres innspill i beslutningsprosesser.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... er motiverende og bidrar til å skape et arbeidsmiljø der folk er glade og ivrige etter å jobbe for å oppnå nødvendige mål.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... er ærlig, pålitelig og overholder en høy standard for rett og galt.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... har god kunnskap om organisasjonen.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... er humoristisk, vennlig, høflig og behandler mennesker med respekt og verdighet.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... har evnen til å forbedre gode økonomiske budsjetter og ha et klokt forbruk.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... har kunnskap om lokale og statlige lover.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Neste



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Videre følger en rekke utsagn om din leder. Vennligst les hvert utsagn og bestem hvor godt hvert utsagn passer for din leder.

Lederen min ...	Veldig uenig					Veldig enig					ingen svar
... har ideer og mål for fremtiden og har evnen til å lage langsiktige planer for å nå mål.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... har evnen til å dele ansvar og gi tilstrekkelig autoritet til ansatte til å utføre oppgaver.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... har evnen til å veilede og støtte aktiviteter til ansatte og for å hjelpe ansatte til å utvikle seg og lykkes med sine mål.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... behandler mennesker likt og fordeler ressurser jevnt mellom ulike valgkretser uten favorisering.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... har viljen til å ta tøffe og upopulære valg, men nødvendige beslutninger og står i det.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... er åpen for nye måter å gjøre ting på.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... har en forpliktelse til å til å tilbringe lange timer og utholdenhet til å oppnå mål effektivt.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... har evnen til å etablere prioriteringer mellom oppgaver og sørge for at de viktigste oppgavene utføres først.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... er interessert og har evnen til å løse en rekke problemer og flink til å hjelpe andre å løse problemer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Neste



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For de siste 7 dagene, hvor godt stemmer de følgende utsagnene med arbeidet ditt?

	Veldig uenig					Veldig enig					ingen svar
Jeg synes jobben min er kompleks/avansert	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jobben min er mentalt krevende	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jobben min krever mye tankearbeid og problemløsning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jobben min er krevende	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Neste



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Vennligst ranger følgende spørsmål på en skala fra 1 = svært sjelden eller aldri til 5 = svært ofte eller alltid.

	Svært sjelden					Svært ofte eller alltid	ingen svar
Hodet mitt er fullt av innovative ideer relatert til mitt arbeid.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jeg kommer med kreative løsninger på arbeidsproblemer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jeg foreslår nye måter å utføre arbeidsoppgaver.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Neste



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Hvor fornøyd er du generelt med jobben din?

| ingen svar

Neste



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Videre vil du bli spurt om du har et romantisk forhold eller barn, samt hvordan din livskvalitet er.

Om du har noen spørsmål, vennligst kontakt oss: dana.unger@uit.no

Neste



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Har du en romantisk partner?

- Ja
 Nei

Ingen svar

Hvor mange barn bor i husstanden deres?

- 0
 1
 2
 3
 4
 5
 6
 7
 8
 >8

Ingen svar

Neste



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Om du har en romantisk partner, deler dere bolig?

- Ja
 Nei

Ingen svar

Neste



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Videre følger en rekke utsagn om deg. Vennligst les hvert utsagn nøye og oppgi hvor godt de beskriver det romantiske forholdet ditt de siste 7 dagene.

	Veldig uenig					Veldig enig					ingen svar
Vi har et bra forhold	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forholdet med min partner er veldig stabilt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forholdet vårt er sterkt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forholdet med min partner gjør meg glad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jeg føler meg virkelig som en del av et «team» med min partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Hvor lykkelig er du i ditt forhold?

	Ekstremt ulykkelig					Ekstremt lykkelig					ingen svar
Alt i alt, hvor lykkelig er du i ditt forhold?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Neste



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Videre følger en rekke utsagn om deg. For de siste 7 dagene, hvor godt passer de følgende utsagnene for deg?

	Veldig uenig					Veldig enig					ingen svar
På de fleste måter er livet mitt nær idealet mitt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mine livsforhold er utmerkede	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jeg er tilfreds med livet mitt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Så langt har jeg fått de viktige tingene jeg ønsker i livet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hvis jeg kunne leve livet på nytt, ville jeg nesten ikke forandret på noe	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Neste



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I denne delen av spørreundersøkelsen vil du bli spurt om spørsmål knyttet til deg som person og hvordan du har det.

Om du har noen spørsmål, vennligst kontakt oss: dana.unger@uit.no

Neste



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Videre følger en rekke utsagn om deg. Vennligst les hvert utsagn og bestem hvor godt hvert utsagn passer for deg.

	Veldig uenig			Veldig enig			ingen svar
Jeg foretrekker avanserte over enkle oppgaver	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jeg liker å ha ansvar for å håndtere oppgaver som krever mye tankearbeid	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tankearbeid er ikke min oppfatning av moro	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jeg vil heller gjøre noe som krever lite tenking over noe som vil utfordre mine tenkeevner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jeg nyter oppgaver som involverer det å komme opp med nye løsninger til problemer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jeg foretrekker oppgaver som er intellektuelle, vanskelige, og viktige over oppgaver som er noe viktig, men som ikke krever mye tenking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Neste



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For de siste 7 dagene, hvor godt stemmer de følgende utsagnene overens med hvordan du har følt deg?

	Veldig uenig					Veldig enig		ingen svar
Jeg har nesten alltid følt meg alert og våken	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jeg har følt meg full av energi	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jeg har følt meg pigg og full av liv	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jeg har hatt energi og ånd	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Noen ganger har jeg følt meg så i live at jeg vil sprekke	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jeg har sett frem mot hver eneste dag	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jeg har ikke følt meg så energisk	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Neste



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Denne skalaen består av ord som beskriver ulike følelser. Vennligst les hvert ord nøye og oppgi hvordan du har følt deg de siste 7 dagene.

De siste 7 dagene har jeg følt meg ...	Svært lite eller ikke i det hele tatt					Ekstremt	ingen svar
Aktiv	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interessert	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Begeistret	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sterk	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inspiret	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Årvåken	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opprørt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nedtrykt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Irritabel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nervøs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skvetten	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Redd	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Neste



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Videre følger en rekke utsagn. Vennligst les hvert utsagn nøye og oppgi hvorvidt hvert utsagn stemmer for deg og ditt arbeid.

	Veldig uenig			Veldig enig			ingen svar
Jeg finner alltid nye og interessante aspekter ved arbeidet mitt.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Av og til føler jeg meg trøtt og sliten før jeg kommer på jobb.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Det skjer oftere og oftere at jeg snakker om jobben min på en negativ måte.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Etter jobb trenger jeg mer tid på å slappe av og føle meg bedre enn det jeg trengte før.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jeg tolerer jobbpress veldig godt.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I det siste har jeg brukt mindre energi på å tenke på jobb, og gjør jobben min nesten mekanisk/tankeløst.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jeg tenker på jobben min som en positiv utfordring.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I løpet av arbeidsdagen føler jeg meg emosjonelt utmattet.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Neste



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Videre følger en rekke utsagn. Vennligst les hvert utsagn nøye og oppgi hvorvidt hvert utsagn stemmer for deg og ditt arbeid.

	Veldig uenig			Veldig enig			ingen svar
Med tiden kan man bli distansert fra denne type arbeid.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jeg har nok energi til fritidsaktiviteter etter jobb.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Av og til føler jeg avsmak over arbeidsoppgavene mine.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jeg føler meg ofte sliten og utslitt etter jobb.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dette er den eneste typen jobb jeg kan se for meg å gjøre.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Som oftest klarer jeg å håndtere arbeidsmengden min bra.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jeg føler meg mer og mer engasjert i arbeidet mitt.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jeg føler meg ofte full av energi når jeg jobber.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Neste



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Vennligst ranger følgende spørsmål på en skala fra 1 = svært sjelden eller aldri til 5 = svært ofte eller alltid.

Familie refererer til forholdet med dine barn og/eller din romantiske partner.

	Svært sjelden					Svært ofte eller alltid	ingen svar
Blir du anspent når du tenker på familierelaterte problemer i arbeidstiden?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Blir du irritert når du tenker på familierelaterte problemer når du ikke er hjemme?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Blir du irritert over familieproblemer når du ikke er hjemme?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tenker du på oppgaver som må gjøres hjemme etter jobb?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opplever du at det å tenke på familien i arbeidstiden hjelper deg til å være kreativ?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finner du løsninger på familierelaterte problemer i arbeidstiden?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Neste



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For å svare på de kommende spørsmålene, oppgi i hvilken grad du er enig i hele utsagnet i de neste setningene. Med andre ord, for å være «veldig enig» i et utsagn, må du være enig i begge delene av utsagnet.

Familie refererer til forholdet med dine barn og/eller din romantiske partner.

Min involvering i familien ...	Veldig uenig					Veldig enig	ingen svar
... hjelper meg til å tilegne meg kunnskap og dette hjelper meg med å bli en bedre ansatt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... hjelper meg til å tilegne meg ferdigheter og dette hjelper meg med å bli en bedre ansatt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... hjelper meg til å utvide min kunnskap på nye områder og dette hjelper meg med å bli en bedre ansatt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... får meg i godt humør og dette hjelper meg med å bli en bedre ansatt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... gjør meg glad og dette hjelper meg med å bli en bedre ansatt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... gjør meg munter og dette hjelper meg med å bli en bedre ansatt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... krever at jeg unngår å sløse vekk tid på jobb og dette hjelper meg med å bli en bedre ansatt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... oppmuntrer meg til å bruke arbeidstiden på en fokusert måte og dette hjelper meg med å bli en bedre ansatt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... får meg til å bli mer fokusert på jobb og dette hjelper meg med å bli en bedre ansatt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Neste



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Du er nesten ferdig!

For statistiske årsaker trenger vi å spørre deg noen få demografiske spørsmål. Vi behandler dataen din med konfidensialitet og garanterer din anonymitet.

Neste



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Kjønn

Mann

Kvinne

Ikke-binær

Annet:

ingen svar

Neste



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Hvilket år er du født?

[Vennligst velg] ▼

Neste



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Hvilken utdanning har du?

- Har ingen
- Grunnskole
- Vidergående skole
- Bachelorgrad
- Mastergrad
- Doktorgrad
- Jeg studerer for øyeblikket

Annet:

- ingen svar

Neste



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Tusen takk for at du tar deg tid til å delta i vår undersøkelse! Du vil ved et senere tidspunkt få tilsendt en link til den andre delen av spørreundersøkelsen.

Om du har noen spørsmål, ta gjerne kontakt med oss: dana.unger@uit.no

Har du noen forslag eller bemerkninger?

Neste



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Takk for at du fylte ut dette spørreskjemaet!

Svarene dine ble overført.

Hvis du møter problemer, ikke nøl med å kontakte oss: dana.unger@uit.no

Ha en fin dag!

