

Appendix C. Documentation of Analyses

Table 19. Correlations between Antecedent Variables (T1), Coping (T1) and Negative Health Outcomes (T2).

	Depression	Somatization	Physical Illness	Negative Affect
General Self-Efficacy	-.263	-.214	-.141	-.282
Work-specific Self-Efficacy	-.232	-.195	-.149	-.248
Proactive Attitude	-.374	-.273	-.162	-.324
Received Advice	-.129	-.126	-.149	-.073
Work Stress Index	.240	.220	.170	.283
Avoidance Coping	.234	.208	.047	.218
Denial Coping	.178	.165	.019	.226
Behavioral Disengagement	.292	.222	.042	.255

Minimal n = 533, all $r \geq .09$ significant at $\alpha < .01$

Table 20. Correlations between Antecedent Variables (T1), Coping (T1) and Positive Health Outcomes (T2).

	Quality of Life Physical	Quality of Life Psychological	Positive Affect
General Self-Efficacy	.309	.378	.365
Work-specific Self-Efficacy	.311	.324	.312
Proactive Attitude	.328	.415	.216
Received Advice	.151	.207	.221
Work Stress Index	-.246	-.209	-.132
Proactive Coping	.214	.223	.386
Active Coping	.176	.220	.335
Reflective Coping	.126	.158	.277
Preventive Coping	.090	.101	.260
Strategic Planning	.126	.157	.239

Minimal n = 535, all $r \geq .09$ significant at $\alpha < .05$; $r \geq .12$ significant at $\alpha < .01$

Table 21. GLM. Test of Between-Subjects Effects. Univariate Effects of General Self-Efficacy and Work Stress on Negative Health Outcomes.

Source	Dependent Variable Zscores Time 2	SS	df	MS	F	Sig.	Partial Eta ²
Corrected Model	Depression	49.718 ^b	3	16.573	18.124	.000	.093
	Somatization	30.266 ^c	3	10.089	10.606	.000	.057
	Physical Illness	26.550 ^d	3	8.850	9.262	.000	.050
Intercept ¹	Depression	.232	1	.232	.254	.615	.000
	Somatization	.099	1	.099	.104	.748	.000
	Physical Illness	.111	1	.111	.116	.733	.000
CZGSE1	Depression	21.232	1	21.232	23.220	.000	.042
	Somatization	9.782	1	9.782	10.284	.001	.019
	Physical Illness	7.808	1	7.808	8.172	.004	.015
CZJPX1	Depression	26.809	1	26.809	29.319	.000	.053
	Somatization	19.622	1	19.622	20.628	.000	.038
	Physical Illness	15.604	1	15.604	16.332	.000	.030
CZGSE1 * CZJPX1	Depression	.195	1	.195	.213	.644	.000
	Somatization	.043	1	.043	.046	.831	.000
	Physical Illness	1.533	1	1.533	1.604	.206	.003
Error	Depression	483.712	529	.914			
	Somatization	503.190	529	.951			
	Physical Illness	505.450	529	.955			
Total	Depression	533.432	533				
	Somatization	533.458	533				
	Physical Illness	532.000	533				
Corrected Total	Depression	533.430	532				
	Somatization	533.456	532				
	Physical Illness	532.000	532				

a Computed using alpha = .05

b R Squared = .093 (Adjusted R Squared = .088)

c R Squared = .057 (Adjusted R Squared = .051)

d R Squared = .050 (Adjusted R Squared = .045)

¹ It is important to remind that GLM (Multivariate) were conducted by using a linear combination of standardized variables (z-scores) as criterion, in order to have a common metric allowing us to correctly understand the results.

Table 22. GLM. Test of Between-Subjects Effects. Univariate Effects of Work Self-Efficacy and Work Stress on Negative Health Outcomes.

Source	Dependent Variable Zscores Time 2	SS	df	MS	F	Sig.	Partial Eta ²
Corrected Model	Depression	45.129 ^b	3	15.043	16.297	.000	.085
	Somatization	26.845 ^c	3	8.948	9.344	.000	.050
	Physical Illness	29.784 ^d	3	9.928	10.457	.000	.056
Intercept	Depression	.547	1	.547	.592	.442	.001
	Somatization	.275	1	.275	.287	.592	.001
	Physical Illness	.183	1	.183	.193	.661	.000
CRWSE1	Depression	16.398	1	16.398	17.765	.000	.032
	Somatization	6.387	1	6.387	6.669	.010	.012
	Physical Illness	9.727	1	9.727	10.246	.001	.019
CZJPX1	Depression	24.211	1	24.211	26.229	.000	.047
	Somatization	17.184	1	17.184	17.944	.000	.033
	Physical Illness	16.480	1	16.480	17.359	.000	.032
CRWSE1 * CZJPX1	Depression	.257	1	.257	.278	.598	.001
	Somatization	.049	1	.049	.051	.821	.000
	Physical Illness	2.454	1	2.454	2.585	.109	.005
Error	Depression	488.301	529	.923			
	Somatization	506.611	529	.958			
	Physical Illness	502.216	529	.949			
Total	Depression	533.432	533				
	Somatization	533.458	533				
	Physical Illness	532.000	533				
Corrected Total	Depression	533.430	532				
	Somatization	533.456	532				
	Physical Illness	532.000	532				

a Computed using alpha = .05

b R Squared = .085 (Adjusted R Squared = .079)

c R Squared = .050 (Adjusted R Squared = .045)

d R Squared = .056 (Adjusted R Squared = .051)

Table 23. GLM. Test of Between-Subjects Effects. Univariate Effects of Proactive Attitude and Work Stress on Negative Health Outcomes.

Source	Dependent Variable Zscores Time 2	SS	df	MS	F	Sig.	Partial Eta ²
Corrected Model	Depression	72.819 ^b	3	24.273	27.877	.000	.137
	Somatization	40.404 ^c	3	13.468	14.450	.000	.076
	Physical Illness	23.417 ^d	3	7.806	8.119	.000	.044
Intercept	Depression	.289	1	.289	.331	.565	.001
	Somatization	.409	1	.409	.439	.508	.001
	Physical Illness	.020	1	.020	.021	.884	.000
CZPROA1	Depression	43.875	1	43.875	50.390	.000	.087
	Somatization	16.014	1	16.014	17.181	.000	.031
	Physical Illness	6.189	1	6.189	6.437	.011	.012
CZJPX1	Depression	14.657	1	14.657	16.834	.000	.031
	Somatization	12.399	1	12.399	13.304	.000	.025
	Physical Illness	12.615	1	12.615	13.121	.000	.024
CZPROA1 * CZJPX1	Depression	.901	1	.901	1.035	.309	.002
	Somatization	4.300	1	4.300	4.613	.032	.009
	Physical Illness	.027	1	.027	.028	.868	.000
Error	Depression	460.611	529	.871			
	Somatization	493.052	529	.932			
	Physical Illness	508.583	529	.961			
Total	Depression	533.432	533				
	Somatization	533.458	533				
	Physical Illness	532.000	533				
Corrected Total	Depression	533.430	532				
	Somatization	533.456	532				
	Physical Illness	532.000	532				

a Computed using alpha = .05

b R Squared = .137 (Adjusted R Squared = .132)

c R Squared = .076 (Adjusted R Squared = .070)

d R Squared = .044 (Adjusted R Squared = .039)

Table 24. GLM. Test of Between-Subjects Effects. Univariate Effects of General Self-Efficacy and Work Stress on Quality of Life.

Source	Dependent Variable Zscores Time 2	SS	df	MS	F	Sig.	Partial Eta ²
Corrected Model	Physical QoL	51.451 ^b	3	17.150	18.872	.000	.096
	Psychological QoL	62.386 ^c	3	20.795	23.414	.000	.117
Intercept	Physical QoL	.472	1	.472	.519	.472	.001
	Psychological QoL	.648	1	.648	.729	.394	.001
CZGSE1	Physical QoL	35.169	1	35.169	38.700	.000	.068
	Psychological QoL	48.635	1	48.635	54.759	.000	.093
CZJPX1	Physical QoL	15.177	1	15.177	16.701	.000	.030
	Psychological QoL	12.685	1	12.685	14.282	.000	.026
CZGSE1 * CZJPX1	Physical QoL	.064	1	.064	.070	.791	.000
	Psychological QoL	.052	1	.052	.058	.809	.000
Error	Physical QoL	482.549	531	.909			
	Psychological QoL	471.614	531	.888			
Total	Physical QoL	534.000	535				
	Psychological QoL	534.000	535				
Corrected Total	Physical QoL	534.000	534				
	Psychological QoL	534.000	534				

a Computed using alpha = .05

b R Squared = .096 (Adjusted R Squared = .091)

c R Squared = .117 (Adjusted R Squared = .112)

Table 25. GLM. Test of Between-Subjects Effects. Univariate Effects of Work Self-Efficacy and Work Stress on Quality of Life.

Source	Dependent Variable Zscores Time 2	SS	df	MS	F	Sig.	Partial Eta ²
Corrected Model	Physical QoL	42.952 ^b	3	14.317	15.482	.000	.080
	Psychological QoL	40.503 ^c	3	13.501	14.527	.000	.076
Intercept	Physical QoL	.536	1	.536	.579	.447	.001
	Psychological QoL	.710	1	.710	.764	.382	.001
CRWSE1	Physical QoL	23.394	1	23.394	25.298	.000	.045
	Psychological QoL	25.572	1	25.572	27.515	.000	.049
CZJPX1	Physical QoL	14.263	1	14.263	15.424	.000	.028
	Psychological QoL	10.908	1	10.908	11.737	.001	.022
CRWSE1 * CZJPX1	Physical QoL	2.680	1	2.680	2.898	.089	.005
	Psychological QoL	.830	1	.830	.893	.345	.002
Error	Physical QoL	491.048	531	.925			
	Psychological QoL	493.497	531	.929			
Total	Physical QoL	534.000	535				
	Psychological QoL	534.000	535				
Corrected Total	Physical QoL	534.000	534				
	Psychological QoL	534.000	534				

a Computed using alpha = .05

b R Squared = .080 (Adjusted R Squared = .075)

c R Squared = .076 (Adjusted R Squared = .071)

Table 26. GLM. Test of Between-Subjects Effects. Univariate Effects of Proactive Attitude and Work Stress on Quality of Life.

Source	Dependent Variable Zscores Time 2	SS	df	MS	F	Sig.	Partial Eta ²
Corrected Model	Physical QoL	37.588 ^b	3	12.529	13.402	.000	.070
	Psychological QoL	49.445 ^c	3	16.482	18.061	.000	.093
Intercept	Physical QoL	.132	1	.132	.141	.708	.000
	Psychological QoL	.118	1	.118	.130	.719	.000
CPROA1X	Physical QoL	19.825	1	19.825	21.206	.000	.038
	Psychological QoL	31.483	1	31.483	34.500	.000	.061
CZJPX1	Physical QoL	9.130	1	9.130	9.766	.002	.018
	Psychological QoL	6.485	1	6.485	7.107	.008	.013
CPROA1X * CZJPX1	Physical QoL	.952	1	.952	1.018	.313	.002
	Psychological QoL	2.984	1	2.984	3.270	.071	.006
Error	Physical QoL	496.412	531	.935			
	Psychological QoL	484.555	531	.913			
Total	Physical QoL	534.000	535				
	Psychological QoL	534.000	535				
Corrected Total	Physical QoL	534.000	534				
	Psychological QoL	534.000	534				

a Computed using alpha = .05

b R Squared = .070 (Adjusted R Squared = .065)

c R Squared = .093 (Adjusted R Squared = .087)

Table 27. GLM. Test of Between-Subjects Effects. Univariate Effects of Informational Support and Work Stress on Negative Health Outcomes.

Source	Dependent Variable Zscores Time 2	SS	df	MS	F	Sig.	Partial Eta ²
Corrected Model	Depression	39.605 ^b	3	13.202	14.142	.000	.074
	Somatization	30.080 ^c	3	10.027	10.537	.000	.056
	Physical Illness	30.512 ^d	3	10.171	10.729	.000	.057
Intercept	Depression	.000	1	.000	.000	.987	.000
	Somatization	.000	1	.000	.001	.982	.000
	Physical Illness	.003	1	.003	.003	.955	.000
CZADV1	Depression	6.211	1	6.211	6.653	.010	.012
	Somatization	4.810	1	4.810	5.055	.025	.009
	Physical Illness	7.643	1	7.643	8.062	.005	.015
CZJPX1	Depression	27.367	1	27.367	29.316	.000	.053
	Somatization	19.818	1	19.818	20.827	.000	.038
	Physical Illness	16.415	1	16.415	17.316	.000	.032
CZADV1 * CZJPX1	Depression	5.028	1	5.028	5.387	.021	.010
	Somatization	4.767	1	4.767	5.009	.026	.009
	Physical Illness	5.570	1	5.570	5.876	.016	.011
Error	Depression	493.825	529	.934			
	Somatization	503.376	529	.952			
	Physical Illness	501.488	529	.948			
Total	Depression	533.432	533				
	Somatization	533.458	533				
	Physical Illness	532.000	533				
Corrected Total	Depression	533.430	532				
	Somatization	533.456	532				
	Physical Illness	532.000	532				

a Computed using alpha = .05

b R Squared = .074 (Adjusted R Squared = .069)

c R Squared = .056 (Adjusted R Squared = .051)

d R Squared = .057 (Adjusted R Squared = .052)

Table 28. Completely Standardized Solution for Best Fitting Model 1-B.

LAMBDA-Y – Matrix		
	<u>coping1</u>	<u>symp2</u>
zavoicol	0.63	--
zbdebc1	0.61	--
zdenbc1	0.49	--
zdepr2	--	1.09
zsoma2	--	0.95
zsodi2	--	0.52
LAMBDA-X – Matrix		
	<u>Self-E</u>	<u>Stress1</u>
zgse1	0.86	--
zwse1	0.84	--
zjps1	--	0.99
zjpf1	--	0.79
BETA – Matrix		
	<u>coping1</u>	<u>symp2</u>
coping1	--	--
symp2	0.24	--
GAMMA– Matrix		
	<u>Self-E</u>	<u>Stress1</u>
coping1	-0.16	0.35
symp2	-0.20	0.16
PSI – Matrix		
	<u>coping1</u>	<u>symp2</u>
	0.83	0.82

Remarks. coping1 = Avoidance Coping (Indicators: zavoicol = Avoidance Coping T1, zbdebc1 = Behavioral Disengagement T1, zdenbc1 = Denial Coping T1), symp2 = Symptoms T2 (Indicators: zdepr2 = Depression T2, zsoma2 = Somatization T2, zsodi2 = Physical Illness T2), Self-E = Self-Efficacy Beliefs (Indicators: zgse1 = General Self-Efficacy T1, zwse1 = Work related Self-Efficacy), Stress1 = Work Stress (Indicators: zjps1= Work Stress Severity, zjpf1= Work Stress Frequency).

Table 29. Model 1-B. Indirect and Total Effects from Antecedents to Outcome Variables.

To	From Self-Efficacy Beliefs			From Work Stress		
	Direct	Indirect	Total	Direct	Indirect	Total
Avoidance Coping	-0.16*	--	-0.16*	0.35*	--	0.35*
Symptoms	-0.20*	-0.04*	-0.24*	0.16*	0.08*	0.24*

* p<.05

Table 30. Completely Standardized Solution for Best Fitting Model 2-B.

LAMBDA-Y – Matrix		
	<u>coping1</u>	<u>NA2</u>
zavoico1	0.61	--
zdenbc1	0.53	--
zbdebc1	0.59	--
znat2a	--	0.81
znat2b	--	0.82

LAMBDA-X – Matrix		
	<u>Self-E</u>	<u>Stress1</u>
zgse1	0.88	--
zwse1	0.83	--
zjps1	--	0.98
zjpf1	--	0.80

BETA – Matrix		
	<u>coping1</u>	<u>NA2</u>
coping1	--	--
NA2	0.34	--

GAMMA – Matrix		
	<u>Self-E</u>	<u>Stress1</u>
coping1	-0.16	0.36
NA2	-0.26	0.16

PSI – Matrix		
	<u>coping1</u>	<u>NA2</u>
	0.83	0.71

Remarks. coping1 = Avoidance Coping (Indicators: zavoico1 = Avoidance Coping T1, zbdebc1 = Behavioral Disengagement T1, zdenbc1 = Denial Coping T1), NA2 = Negative Affect T2 (Indicators: znat2a = Distressed, Upset, Hostile, Irritable, Nervous, at T2, znat2b = Guilty, Afraid, Ashamed, Jittery, Scared, at T2), Self-E = Self-Efficacy Beliefs (Indicators: zgse1 = General Self-Efficacy T1, zwse1 = Work related Self-Efficacy), Stress1 = Work Stress (Indicators: zjps1= Work Stress Severity, zjpf1= Work Stress Frequency).

Table 31. Model 2-B. Indirect and Total Effects from Antecedents to Outcome Variables.

To	From Self-Efficacy Beliefs			From Work Stress		
	Direct	Indirect	Total	Direct	Indirect	Total
Avoidance Coping	-0.16*	--	-0.16*	0.36*	--	0.36*
Negative Affect	-0.26*	-0.05*	-0.31*	0.16*	0.12*	0.28*

* p<.05

Table 32. Completely Standardized Solution for Best Fitting Model 3-B.

LAMBDA-Y– Matrix		
	<u>coping1</u>	<u>QoL2</u>
zproco1	0.91	--
zactbc1	0.74	--
zqpsy2	--	0.81
zqphy2	--	0.78

LAMBDA-X– Matrix		
	<u>Self-E</u>	<u>Stress1</u>
zwse1x	0.95	--
zwse1y	0.71	--
zjps1	--	1.05
zjpf1	--	0.75

BETA– Matrix		
	<u>coping1</u>	<u>QoL2</u>
coping1	--	--
QoL2	0.16	--

GAMMA – Matrix		
	<u>Self-E</u>	<u>Stress1</u>
coping1	0.52	0.10
QoL2	0.33	-0.22

PSI – Matrix	
<u>coping1</u>	<u>QoL2</u>
0.73	0.75

Remarks. coping1 = Proactive Coping (Indicators: zproco1 = Proactive Coping T1, zactbc1 = Active Coping T1), QoL2 = Quality of Life T2 (Indicators: zqpsy2 = Psychological Quality of Life, zqphy2 = Physical Quality of Life), Self-E = Work Self-Efficacy (Indicators: zwse1x = Work related Self-Efficacy-a T1, zwse1y = Work related Self-Efficacy-b T1), Stress1 = Work Stress (Indicators: zjps1= Work Stress Severity, zjpf1= Work Stress Frequency).

Table 33. Model 3-B. Indirect and Total Effects from Antecedents to Outcome Variables.

To	From Work Self-Efficacy			From Work Stress		
	Direct	Indirect	Total	Direct	Indirect	Total
Proactive Coping	0.52*	--	0.52*	0.10*	--	0.10*
Quality of Life	0.33*	0.08*	0.41*	-0.22*	0.02	-0.20*

* p<.05

Table 34. Completely Standardized Solution for Best Fitting Model 4-B.

LAMBDA-Y– Matrix		
	<u>coping1</u>	<u>PA2</u>
zprocol	0.91	--
zactbc1	0.73	--
zpat2a	--	0.75
zpat2b	--	0.80
LAMBDA-X– Matrix		
	<u>Self-E</u>	<u>Stress1</u>
zgse1	0.93	--
zwse1	0.78	--
zjps1	--	1.01
zjpf1	--	0.78
BETA– Matrix		
	<u>coping1</u>	<u>PA2</u>
coping1	--	--
PA2	0.38	--
GAMMA– Matrix		
	<u>Self-E</u>	<u>Stress1</u>
coping1	0.62	0.10
PA2	0.22	-0.09
PSI – Matrix		
	<u>coping1</u>	<u>PA2</u>
	0.62	0.70

Remarks. coping1 = Proactive Coping (Indicators: zprocol = Proactive Coping T1, zactbc1 = Active Coping T1), PA2 = Positive Affect T2 (Indicators: zpat2a = Interested, Excited, Strong, Enthusiastic, Inspired, zpat2b = Proud, Alert, Determined, Attentive, Active), Self-E = Self-Efficacy Beliefs (Indicators: zwse1 = Work related Self-Efficacy T1, zgse1 = General Self-Efficacy T1), Stress1 = Work Stress (Indicators: zjps1= Work Stress Severity, zjpf1= Work Stress Frequency).

Table 35. Model 4-B. Indirect and Total Effects from Antecedents to Outcome Variables.

To	From Self-Efficacy Beliefs			From Work Stress		
	Direct	Indirect	Total	Direct	Indirect	Total
Proactive Coping	0.62*	--	0.62*	0.10*	--	0.10*
Positive Affect	0.22*	0.23*	0.45*	-0.09*	0.03	-0.06

* p<.05

Table 36. Completely Standardized Solution for Best Fitting Model 5-B.

LAMBDA-Y– Matrix		
	<u>AVOID1</u>	<u>symp2</u>
zavoico1	0.64	--
zdenbc1	0.49	--
zbdebc1	0.60	--
zdepr2	--	0.88
zsoma2	--	0.90
zsodi2	--	0.48

LAMBDA-X– Matrix		
	<u>Proa</u>	<u>Stress1</u>
zper19	0.50	--
zper27	0.36	--
zper31	0.56	--
zper5	0.35	--
zjps1	--	0.99
zjpf1	--	0.80

BETA– Matrix		
	<u>AVOID1</u>	<u>symp2</u>
AVOID1	--	--
symp2	0.26	--

GAMMA – Matrix		
	<u>Proa</u>	<u>Stress1</u>
AVOID1	-0.22	0.35
symp2	-0.18	0.19

PSI – Matrix		
	<u>AVOID1</u>	<u>symp2</u>
	0.81	0.79

Remarks. coping1 = Avoidance Coping (Indicators: zavoico1 = Avoidance Coping T1, zbdebc1 = Behavioral Disengagement T1, zdenbc1 = Denial Coping T1), symp2 = Symptoms T2 (Indicators: zdepr2 = Depression T2, zsoma2 = Somatization T2, zsodi2 = Physical Illness T2), Proa = Proactive Attitude (Indicators, selected items: zper5, zper19, zper27, zper31) Stress1 = Work Stress (Indicators: zjps1= Work Stress Severity, zjpf1= Work Stress Frequency).

Table 37. Model 5-B. Indirect and Total Effects from Antecedents to Outcome Variables.

To	From Proactive Attitude			From Work Stress		
	Direct	Indirect	Total	Direct	Indirect	Total
Avoidance Coping	-0.22*	--	-0.22*	0.35*	--	0.35*
Symptoms	-0.18*	-0.06*	-0.24*	0.19*	0.09*	0.28*

* p<.05

Table 38. Completely Standardized Solution for Best Fitting Model 6-B.

LAMBDA-Y – Matrix		
	<u>AVOID1</u>	<u>NA2</u>
zavoico1	0.62	--
zdenbc1	0.53	--
zbdebc1	0.58	--
znat2a	--	0.82
znat2b	--	0.81

LAMBDA-X – Matrix		
	<u>Proa</u>	<u>Stress1</u>
zper19	0.47	--
zper27	0.38	--
zper31	0.58	--
zper5	0.34	--
zjps1	--	0.97
zjpf1	--	0.81

BETA – Matrix		
	<u>AVOID1</u>	<u>NA2</u>
AVOID1	--	--
NA2	0.35	--

GAMMA – Matrix		
	<u>Proa</u>	<u>Stress1</u>
AVOID1	-0.21	0.36
NA2	-0.13	0.17

PSI – Matrix		
	<u>AVOID1</u>	<u>NA2</u>
	0.81	0.75

Remarks. coping1 = Avoidance Coping (Indicators: zavoico1 = Avoidance Coping T1, zbdebc1 = Behavioral Disengagement T1, zdenbc1 = Denial Coping T1), NA2 = Negative Affect T2 (Indicators: znat2a = Distressed, Upset, Hostile, Irritable, Nervous, at T2, znat2b = Guilty, Afraid, Ashamed, Jittery, Scared, at T2), Proa = Proactive Attitude (Indicators: selected items: zper5, zper19, zper27, zper31), Stress1 = Work Stress (Indicators: zjps1= Work Stress Severity, zjpf1= Work Stress Frequency).

Table 39. Model 6-B. Indirect and Total Effects from Antecedents to Outcome Variables.

To	From Proactive Attitude			From Work Stress		
	Direct	Indirect	Total	Direct	Indirect	Total
Avoidance Coping	-0.21*	--	-0.21*	0.36*	--	0.36*
Negative Affect	-0.13*	-0.07*	-0.20*	0.17*	0.13*	0.30*

* p<.05

Table 40. Completely Standardized Solution for Best Fitting Model 7-B.

LAMBDA-Y– Matrix		
	procol	PA2
zprocol	0.92	--
zactbc1	0.73	--
zpat1a	--	0.66
zpat1b	--	0.86
LAMBDA-X– Matrix		
	Proa	Stress1
zper19	0.51	--
zper27	0.41	--
zper31	0.43	--
zper5	0.43	--
zjps1	--	1.05
zjpf1	--	0.75
BETA– Matrix		
	procol	PA2
procol	--	--
PA2	0.59	--
GAMMA – Matrix		
	Proa	Stress1
procol	0.72	0.11
PA2	0.05	-0.13
PSI – Matrix		
	procol	PA2
	0.49	0.60

Remarks. coping1 = Proactive Coping (Indicators: zprocol = Proactive Coping T1, zactbc1 = Active Coping T1), PA2 = Positive Affect T2 (Indicators: zpat2a = Interested, Excited, Strong, Enthusiastic, Inspired, zpat2b = Proud, Alert, Determined, Attentive, Active), Proa = Proactive Attitude (Indicators: selected items: zper5, zper19, zper27, zper31), Stress1 = Work Stress (Indicators: zjps1= Work Stress Severity, zjpf1= Work Stress Frequency).

Table 41. Model 7-B. Indirect and Total Effects from Antecedents to Outcome Variables.

To	From Proactive Attitude			From Work Stress		
	Direct	Indirect	Total	Direct	Indirect	Total
Proactive Coping	0.72*	--	0.72*	0.11*	--	0.11*
Positive Affect	0.05	0.42*	0.47*	-0.13*	0.07	-0.06

* p<.05

Table 42. Completely Standardized Solution for CLP Model of Work Stress and Illness Dynamics in Work Environments. Model 8.

LAMBDA-Y - Matrix										
	Stress2	NA2	SODI2	Stress1	NA1	SODI1				
ss2	0.92	--	--	--	--	--				
sf2	0.88	--	--	--	--	--				
nat2a	--	0.85	--	--	--	--				
nat2b	--	0.68	--	--	--	--				
sodi2	--	--	1.00	--	--	--				
ss1	--	--	--	0.96	--	--				
sf1	--	--	--	0.85	--	--				
nat1a	--	--	--	--	1.00	--				
nat1b	--	--	--	--	0.63	--				
sodi1	--	--	--	--	--	1.00				
BETA- Matrix										
	Stress2	NA2	SODI2	Stress1	NA1	SODI1				
Stress2	--	--	--	0.50	0.09	0.02				
NA2	--	--	--	0.14	0.57	-0.02				
SODI2	--	--	--	0.14	0.14	0.28				
Stress1	--	--	--	--	--	--				
NA1	--	--	--	--	--	--				
SODI1	--	--	--	--	--	--				
CORRELATION MATRIX OF ETA										
	Stress2	NA2	SODI2	Stress1	NA1	SODI1				
Stress2	1.00									
NA2	0.51	1.00								
SODI2	0.24	0.32	1.00							
Stress1	0.54	0.41	0.22	1.00						
NA1	0.32	0.64	0.19	0.48	1.00					
SODI1	0.05	-0.05	0.28	0.07	-0.08	1.00				
PSI - Matrix										
	Stress2	NA2	SODI2	Stress1	NA1	SODI1				
Stress2	0.70									
NA2	0.25	0.58								
SODI2	0.10	0.19	0.86							
Stress1	--	--	--	1.00						
NA1	--	--	--	0.48	1.00					
SODI1	--	--	--	0.07	-0.08	1.00				
THETA-EPS - Matrix										
	ss2	sf2	nat2a	nat2b	sodi2	ss1	sf1	nat1a	nat1b	
sodi1										
ss2	0.15									
sf2	--	0.23								
nat2a	--	--	0.27							
nat2b	--	--	--	0.54						
sodi2	--	--	--	--	--					
ss1	0.04	--	--	--	--	0.07				
sf1	--	0.04	--	--	--	--	0.28			
nat1a	--	--	--	--	--	--	--	--		
nat1b	--	--	--	0.20	--	--	--	--	0.60	
sodi1	--	--	--	--	--	--	--	--	--	--

Remarks. Stress1 = Work Stress T1 (Indicators: ss1= Work Stress Severity, sf1= Work Stress Frequency), NA1 = Negative Affect T1 (Indicators: nat1a = Distressed, Upset, Hostile, Irritable, Nervous, at T1, nat1b = Guilty, Afraid, Ashamed, Jittery, Scared, at T1), SODI1 = Physical Illness T1 (Single Indicator). Variable names containing the number "2" represent the repeated measure at Time 2.

Table 43. Completely Standardized Solution for CLP Model of Self-Efficacy Beliefs and Illness Dynamics in Work Environments. Model 9.

LAMBDA-Y- Matrix										
	SELF2	NA2	SODI2	SELF1	NA1	SODI1				
gse2	0.98	--	--	--	--	--				
wse2	0.75	--	--	--	--	--				
nat2a	--	0.82	--	--	--	--				
nat2b	--	0.80	--	--	--	--				
sodi2	--	--	1.00	--	--	--				
gse1	--	--	--	0.90	--	--				
wse1	--	--	--	0.80	--	--				
nat1a	--	--	--	--	0.86	--				
nat1b	--	--	--	--	0.80	--				
sodi1	--	--	--	--	--	1.00				
BETA- Matrix										
	SELF2	NA2	SODI2	SELF1	NA1	SODI1				
SELF2	--	--	--	0.58	-0.11	0.01				
NA2	--	--	--	-0.19	0.58	0.01				
SODI2	--	--	--	-0.15	0.19	0.31				
SELF1	--	--	--	--	--	--				
NA1	--	--	--	--	--	--				
SODI1	--	--	--	--	--	--				
CORRELATION MATRIX OF ETA										
	SELF2	NA2	SODI2	SELF1	NA1	SODI1				
SELF2	1.00									
NA2	-0.34	1.00								
SODI2	-0.14	0.28	1.00							
SELF1	0.61	-0.34	-0.16	1.00						
NA1	-0.26	0.63	0.20	-0.26	1.00					
SODI1	0.08	-0.06	0.28	0.11	-0.09	1.00				
PSI- Matrix										
	SELF2	NA2	SODI2	SELF1	NA1	SODI1				
SELF2	0.61									
NA2	-0.07	0.57								
SODI2	-0.03	0.13	0.85							
SELF1	--	--	--	1.00						
NA1	--	--	--	-0.26	1.00					
SODI1	--	--	--	0.11	-0.09	1.00				
THETA-EPS - Matrix										
	gse2	wse2	nat2a	nat2b	sodi2	gse1	wse1	nat1a	nat1b	
sodi1										
gse2	0.04									
wse2	--	0.44								
nat2a	--	--	0.32							
nat2b	--	--	--	0.35						
sodi2	--	--	--	--	--					
gse1	0.04	--	--	--	--	0.18				
wse1	--	0.12	--	--	--	--	0.36			
nat1a	--	--	0.08	--	--	--	--	0.27		
nat1b	--	--	--	0.09	--	--	--	--	0.36	
sodi1	--	--	--	--	--	--	--	--	--	--

Remarks. SELF1 = Self Efficacy Beliefs T1 (Indicators: gse1=General Self Efficacy, wse1=Work self-efficacy), NA1 = Negative Affect T1 (Indicators: nat1a = Distressed, Upset, Hostile, Irritable, Nervous, at T1, nat1b = Guilty, Afraid, Ashamed, Jittery, Scared, at T1), SODI1 = Physical Illness T1 (Single Indicator). Variable names containing the number "2" represent the repeated measure at Time 2.

Table 44. Completely Standardized Solution for CLP Model of Self Efficacy and well-being Dynamics in Work Environments. Model 10.

LAMBDA-Y - Matrix						
	SE2	Pa2	QoL2	SE1	Pa1	QoL1
gse2	0.88	--	--	--	--	--
wse2	0.86	--	--	--	--	--
pat2a	--	0.70	--	--	--	--
pat2b	--	0.83	--	--	--	--
qpsy2	--	--	0.74	--	--	--
qphy2	--	--	0.79	--	--	--
gse1	--	--	--	0.88	--	--
wse1	--	--	--	0.82	--	--
pat1a	--	--	--	--	0.63	--
pat1b	--	--	--	--	0.89	--
qpsy1	--	--	--	--	--	0.77
qphy1	--	--	--	--	--	0.86
BETA - Matrix						
	SE2	Pa2	QoL2	SE1	Pa1	QoL1
SE2	--	--	--	0.58	-0.10	0.20
Pa2	--	--	--	0.23	0.40	0.03
QoL2	--	--	--	0.15	-0.06	0.59
SE1	--	--	--	--	--	--
Pa1	--	--	--	--	--	--
QoL1	--	--	--	--	--	--
CORRELATION MATRIX OF ETA						
	SE2	Pa2	QoL2	SE1	Pa1	QoL1
SE2	1.00					
Pa2	0.54	1.00				
QoL2	0.68	0.47	1.00			
SE1	0.66	0.46	0.49	1.00		
Pa1	0.31	0.53	0.29	0.54	1.00	
QoL1	0.53	0.36	0.66	0.64	0.46	1.00
PSI - Matrix						
	SE2	Pa2	QoL2	SE1	Pa1	QoL1
SE2	0.54					
Pa2	0.25	0.67				
QoL2	0.29	0.22	0.56			
SE1	--	--	--	1.00		
Pa1	--	--	--	0.54	1.00	
QoL1	--	--	--	0.64	0.46	1.00
THETA-EPS - Matrix						
	gse2	wse2	pat2a	pat2b	qpsy2	
qphy2						
gse2	0.22					
wse2	--	0.26				
pat2a	--	--	0.51			
pat2b	--	--	--	0.31		
qpsy2	--	--	-0.08	-0.11	0.46	
qphy2	--	--	--	--	--	0.38
gse1	0.03	--	--	--	--	--
wse1	--	0.04	--	--	--	--
pat1a	--	--	0.23	--	--	--
pat1b	--	--	--	0.00	--	--
qpsy1	--	--	--	--	0.16	--
qphy1	--	--	--	--	--	0.08

THETA-EPS - Matrix (continued)						
	gse1	wse1	pat1a	pat1b	qpsy1	qphy1
gse1	0.23					
wse1	--	0.33				
pat1a	--	--	0.60			
pat1b	--	--	--	0.21		
qpsy1	--	--	--	--	0.41	
qphy1	--	--	--	--	--	0.26

Remarks. SE1 = Self Efficacy Beliefs T1 (Indicators: gse1=General Self Efficacy, wse1=Work self-efficacy), PA1 = Positive Affect T1 (Indicators: pat1a = Interested, Excited, Strong, Enthusiastic, Inspired, pat1b = Proud, Alert, Determined, Attentive, Active), QoL1 = Quality of Life T1 (Indicators: qpsy1 = Psychological Quality of Life, qphy1 = Physical Quality of Life). Variable names containing the number "2" represent the repeated measure at Time 2.

Table 45. Completely Standardized Solution for CLP Model of Proactive Coping and well-being Dynamics in Work Environments. Model 11.

LAMBDA-Y- Matrix						
	PROC2	Pa2	QoL2	PROC1	Pa1	QoL1
proco2	0.96	--	--	--	--	--
actbc2	0.73	--	--	--	--	--
pat2a	--	0.71	--	--	--	--
pat2b	--	0.82	--	--	--	--
qpsy2	--	--	0.74	--	--	--
qphy2	--	--	0.78	--	--	--
proco1	--	--	--	0.88	--	--
actbc1	--	--	--	0.76	--	--
pat1a	--	--	--	--	0.66	--
pat1b	--	--	--	--	0.84	--
qpsy1	--	--	--	--	--	0.75
qphy1	--	--	--	--	--	0.88
BETA- Matrix						
	PROC2	Pa2	QoL2	PROC1	Pa1	QoL1
PROC2	--	--	--	0.56	-0.05	0.16
Pa2	--	--	--	0.24	0.34	0.10
QoL2	--	--	--	0.16	-0.10	0.64
PROC1	--	--	--	--	--	--
Pa1	--	--	--	--	--	--
QoL1	--	--	--	--	--	--
CORRELATION MATRIX OF ETA						
	PROC2	Pa2	QoL2	PROC1	Pa1	QoL1
PROC2	1.00					
Pa2	0.67	1.00				
QoL2	0.47	0.48	1.00			
PROC1	0.59	0.50	0.34	1.00		
Pa1	0.39	0.54	0.30	0.65	1.00	
QoL1	0.35	0.35	0.65	0.39	0.47	1.00

PSI- Matrix (continued)						
	PROC2	Pa2	QoL2	PROC1	Pa1	QoL1
PROC2	0.63					
Pa2	0.36	0.66				
QoL2	0.19	0.23	0.56			
PROC1	- -	- -	- -	1.00		
Pa1	- -	- -	- -	0.65	1.00	
QoL1	- -	- -	- -	0.39	0.47	1.00
THETA-EPS - Matrix						
	proco2	actbc2	pat2a	pat2b	qpsy2	qphy2
proco2	0.08					
actbc2	- -	0.46				
pat2a	- -	- -	0.49			
pat2b	- -	- -	- -	0.32		
qpsy2	- -	- -	-0.09	-0.12	0.45	
qphy2	- -	- -	- -	- -	- -	0.39
procol	0.04	- -	- -	- -	- -	- -
actbc1	- -	0.04	- -	- -	- -	- -
pat1a	- -	- -	0.21	- -	- -	- -
pat1b	- -	- -	- -	0.02	- -	- -
qpsy1	- -	- -	- -	- -	0.17	- -
qphy1	- -	- -	- -	- -	- -	0.07
THETA-EPS- Matrix						
	procol	actbc1	pat1a	pat1b	qpsy1	qphy1
procol	0.23					
actbc1	- -	0.42				
pat1a	- -	- -	0.56			
pat1b	- -	- -	- -	0.29		
qpsy1	- -	- -	- -	- -	0.44	
qphy1	- -	- -	- -	- -	- -	0.22

Remarks. PROC1 = Proactive Coping T1 (Indicators: procol=Proactive Coping, actbc1=Active Coping), PA1 = Positive Affect T1 (Indicators: pat1a = Interested, Excited, Strong, Enthusiastic, Inspired, pat1b = Proud, Alert, Determined, Attentive, Active), QoL1 = Quality of Life T1 (Indicators: qpsy1 = Psychological Quality of Life, qphy1 = Physical Quality of Life). Variable names containing the number "2" represent the repeated measure at Time 2.

