

2 ANHANG B

Der besseren Lesbarkeit des Textes halber wurden einige statistische Angaben zur Stichprobenbeschreibung (Kapitel 3) und zu den Ergebnissen (Kapitel 5) im Anhang B gesammelt. Verweise auf diese weiteren Ergebnistabellen befinden sich im Text. Die Reihenfolge entspricht derjenigen im Text. Alle verwendeten Abkürzungen finden sich in alphabetischer Reihenfolge am Ende. Die Test–Retest–Reliabilitäten sowie die Interkorrelationen aller Skalen befinden sich am Ende des Anhangs A.

2.1 Stichprobe

2.1.1 Häufigkeitsvergleich in den demographischen Variablen

2.1.1.1 Geschlechtsunterschiede

Kein Unterschied in der Zellbesetzungshäufigkeit bei der Geschlechtszugehörigkeit.

AUS_LS * SEX1 Crosstabulation

			SEX1		Total
			männlich	weiblich	
AUS_LS	Nur Welle 1	Count	57	74	131
		% within AUS_LS	43,5%	56,5%	100,0%
	Längsschnitt	Count	55	76	131
		% within AUS_LS	42,0%	58,0%	100,0%
Total		Count	112	150	262
		% within AUS_LS	42,7%	57,3%	100,0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	,062 ^b	1	,803		
Continuity Correction ^a	,016	1	,901		
Likelihood Ratio	,062	1	,803		
Fisher's Exact Test				,901	,450
Linear-by-Linear Association	,062	1	,803		
N of Valid Cases	262				

a. Computed only for a 2x2 table

b. 0 cells (,0%) have expected count less than 5. The minimum expected count is 56,00.

2.1.1.2 Standort

Ein signifikanter Unterschied für den Standort neue versus alte Länder.

AUS_LS * OSTWEST1 Crosstabulation

			OSTWEST1		Total
			ost	west	
AUS_LS	Nur Welle 1	Count	38	103	141
		% within AUS_LS	27,0%	73,0%	100,0%
	Längsschnitt	Count	55	77	132
		% within AUS_LS	41,7%	58,3%	100,0%
Total		Count	93	180	273
		% within AUS_LS	34,1%	65,9%	100,0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	6,574 ^b	1	,010		
Continuity Correction ^a	5,935	1	,015		
Likelihood Ratio	6,597	1	,010		
Fisher's Exact Test				,011	,007
Linear-by-Linear Association	6,549	1	,010		
N of Valid Cases	273				

a. Computed only for a 2x2 table

b. 0 cells (,0%) have expected count less than 5. The minimum expected count is 44,97.

2.1.1.3 Schulunterschiede

Unterschiede bezüglich der Zugehörigkeit zu einer der Schulen.

AUS_LS * SCHULOR1 Crosstabulation

			SCHULOR1										Total
			Berlin	Dresden	Dreieich	Gerwisch	Hamburg	Hameln	Letschin	Nastätten	Neuenkirchen	Neumünster	
AUS_LS	Nur Welle 1	Count	8	11	45	5	31	4	14	4	8	11	141
		% within AUS_LS	5,7%	7,8%	31,9%	3,5%	22,0%	2,8%	9,9%	2,8%	5,7%	7,8%	100,0%
	Längsschnitt	Count	14	15	17	13	10	13	20	9	7	14	132
		% within AUS_LS	10,6%	11,4%	12,9%	9,8%	7,6%	9,8%	15,2%	6,8%	5,3%	10,6%	100,0%
Total		Count	22	26	62	18	41	17	34	13	15	25	273
		% within AUS_LS	8,1%	9,5%	22,7%	6,6%	15,0%	6,2%	12,5%	4,8%	5,5%	9,2%	100,0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	37,125 ^a	9	,000
Continuity Correction			
Likelihood Ratio	38,542	9	,000
Linear-by-Linear Association	1,749	1	,186
N of Valid Cases	273		

a. 0 cells (,0%) have expected count less than 5. The minimum expected count is 6,29.

2.1.1.4 Berufszufriedenheit

Größere Berufszufriedenheit der Teilnehmer des Längsschnitts.

Report

ARBZ1

AUS_LS	Mean	N	Std. Deviation
Nur Welle 1	13,9463	139	4,5710
Längsschnitt	12,4764	132	3,6880
Total	13,2304	271	4,2214

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
ARBZ1 * AUS_LS	Between Groups	(Combined) Linearity	146,291	1	146,291	8,435	,004
		Deviation from Linearity					
	Within Groups		4665,241	269	17,343		
	Total		4811,532	270			

Measures of Association

	Eta	Eta Squared
ARBZ1 * AUS_LS	,174	,030

2.2 Zusammenhänge der Lehrermerkmale

2.2.1 Gibt es bedeutsame Mittelwertunterschiede in der Allgemeinen Selbstwirksamkeitserwartung der Modellversuchsteilnehmer im Vergleich mit Normwerten?

Stichprobengröße, Mittelwerte und Standardabweichungen für die Allgemeine Selbstwirksamkeitserwartung in den Querschnitten:

Statistics

		WIRK1	WIRK2	WIRK3
N	Valid	269	271	299
	Missing	189	187	159
Mean		28,2263	29,4166	28,9502
Std. Deviation		4,9944	3,9158	4,1710

Stichprobengröße, Mittelwerte und Standardabweichungen für die Allgemeine Selbstwirksamkeitserwartung im Längsschnitt:

Statistics

		WIRK1	WIRK2	WIRK3
N	Valid	131	128	132
	Missing	1	4	0
Mean		28,5385	29,4679	29,4436
Std. Deviation		4,7436	4,1136	4,1609

Mittelwert der Normstichprobe beträgt 29,28, Standardabweichung 5,09, Stichprobengröße N = 1.660.

Alle t -Tests wurden mit dem Programm Meta-Analyse von Schwarzer (1989) durchgeführt. Die Tabelle zeigt noch einmal t -, p - und η^2 -Werte.

t -, p - und η^2 -Werte der Mittelwertvergleiche zwischen Allgemeiner Selbstwirksamkeitserwartung der Normstichprobe und der quer- sowie längsschnittlichen Stichproben des Modellversuchs zu allen drei Meßzeitpunkten

	t	p	η^2
Welle 1	3,11	< .001	.006
Welle 2	- 0,49	< .626	
Welle 3	1,21	< .225	
Längsschnitt T1	1,71	< .087	
Längsschnitt T2	- 0,49	< .625	
Längsschnitt T3	- 0,43	< .669	

2.2.2 Gibt es bedeutsame Mittelwertunterschiede im Burnout im Vergleich mit anderen deutschen Stichproben?

t-, p- und η^2 -Werte der Mittelwertvergleiche zwischen den drei Dimensionen des Burnout der Stichprobe von Enzmann und Kleiber und der längsschnittlichen Stichprobe des Modellversuchs

	t-Wert	p-Wert	η^2
Emotionale Erschöpfung	0,61	< .536	
Depersonalisierung	3,34	< .001	.007
Persönliche Leistung	- 1,40	< .161	

t-, p- und η^2 -Werte der Mittelwertvergleiche zwischen den drei Dimensionen des Burnout der Stichprobe von Barth und der längsschnittlichen Stichprobe des Modellversuchs

	t-Wert	p-Wert	η^2
Emotionale Erschöpfung	- 0,62	< .555	
Depersonalisierung	0,70	< .497	
Persönliche Leistung	- 3,32	< .001	.038

2.2.3 Gibt es auf den untersuchten Variablen unterschiedliche Mittelwerte für bestimmte Subgruppen?

Mittelwerte und Mediane der Burnoutdimensionen im Längsschnitt für alle zehn Schulen

	Emotionale Erschöpfung			Depersonalisierung			Leistungsverlust								
	Mittelwert	Median		Mittelwert	Median		Mittelwert	Median							
Welle	T1	T2	T3	T1	T2	T3	T1	T2	T3	T1	T2	T3	T1	T2	T3
Neuenkirchen	15	14	12	15	13	12	6	6	5	6	6	5	12	13	12
Gerwisch	17	15	15	17	14	15	6	7	8	5	7	8	12	12	14
Neumünster	16	16	14	17	16	13	7	7	7	7	6	7	13	14	14
Hamburg	18	16	16	18	15	15	7	8	8	7	8	7	14	15	13
Dresden	18	16	17	17	16	16	7	7	7	6	6	6	14	15	14
Berlin	18	17	18	17	16	16	6	8	8	6	8	8	12	15	15
Letschin	20	17	17	19	18	18	7	8	7	7	8	7	13	16	15
Dreieich	18	16	17	17	16	16	8	8	8	8	7	7	16	15	15
Hameln	18	18	19	17	17	19	8	8	8	6	8	7	16	16	16
Nastätten	20	20	18	18	21	20	7	8	7	7	8	6	14	15	15

Anmerkung. T1, T2 und T3 bezeichnen den ersten, zweiten und dritten Meßzeitpunkt

Mittelwerte und Mediane der beruflichen Belastung im Längsschnitt für alle zehn Schulen

Welle	Arbeitsunzufriedenheit						Kontrolliertheitserleben						Arbeitsüberforderung					
	Mittelwert			Median			Mittelwert			Median			Mittelwert			Median		
	T1	T2	T3	T1	T2	T3	T1	T2	T3	T1	T2	T3	T1	T2	T3	T1	T2	T3
Neuenkirchen	11	9	9	10	10	9	5	4	4	5	3	4	13	12	10	13	13	11
Gerwisch	11	11	11	10	10	11	5	5	5	5	5	4	14	12	14	14	11	13
Neumünster	12	13	11	11	12	10	4	4	4	4	4	4	14	15	12	13	14	13
Hamburg	13	12	12	13	11	11	5	4	4	5	5	5	15	13	13	15	12	13
Dresden	13	11	12	11	10	10	5	4	5	5	4	4	15	14	13	15	14	13
Berlin	13	13	13	12	14	13	5	5	5	5	5	5	15	15	16	15	15	16
Letschin	13	13	13	12	13	12	7	6	7	7	6	7	16	16	15	16	16	16
Nastätten	12	12	12	13	12	12	6	6	5	6	6	4	16	17	16	16	19	17
Dreieich	13	13	13	12	12	12	5	5	5	5	5	5	15	15	16	13	14	15
Hameln	14	14	14	14	13	15	5	4	4	5	3	4	17	16	17	17	15	17

Anmerkung. T1, T2 und T3 bezeichnen den ersten, zweiten und dritten Meßzeitpunkt

2.3 Veränderungen der Lehrermerkmale im Laufe von zwei Jahre

2.3.1 Gibt es im Verlauf von zwei Jahren bedeutsame Veränderungen in den Mittelwerten

2.3.1.1 ... der Selbstwirksamkeitserwartungen?

Descriptive Statistics

	Mean	Std. Deviation	N
WIRK1	28,7409	4,5783	128
WIRK2	29,4679	4,1136	128
WIRK3	29,6645	3,9592	128

Tests of Within-Subjects Contrasts

Measure: A_SWE

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	54,596	1	54,596	8,986	,003	,066
	Quadratic	6,001	1	6,001	1,678	,198	,013
Error(ZEIT)	Linear	771,620	127	6,076			
	Quadratic	454,272	127	3,577			

Descriptive Statistics

	Mean	Std. Deviation	N
TEACH1	29,1477	4,1160	129
TEACH2	29,1275	3,9409	129
TEACH3	29,1283	3,8244	129

Tests of Within-Subjects Contrasts

Measure: L_SWE

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	2,422E-02	1	2,422E-02	,006	,940	,000
	Quadratic	9,574E-03	1	9,574E-03	,002	,962	,000
Error(ZEIT)	Linear	550,095	128	4,298			
	Quadratic	551,701	128	4,310			

Descriptive Statistics

	Mean	Std. Deviation	N
KSWE2	35,7732	5,9803	129
KSWE3	35,7919	5,7723	129

Tests of Within-Subjects Contrasts

Measure: K_SWE

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	2,250E-02	1	2,250E-02	,003	,957	,000
Error(ZEIT)	Linear	979,105	128	7,649			

2.3.1.2 ... der drei Burnoutdimensionen?

Descriptive Statistics

	Mean	Std. Deviation	N
EE1_TR	17,9474	4,9356	129
EE2	16,6143	4,4999	129
EE3	16,4738	4,7011	129

Tests of Within-Subjects Contrasts

Measure: EE

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	140,059	1	140,059	13,925	,000	,098
	Quadratic	30,578	1	30,578	5,255	,024	,039
Error(ZEIT)	Linear	1287,428	128	10,058			
	Quadratic	744,774	128	5,819			

Descriptive Statistics

	Mean	Std. Deviation	N
DP1_TR	6,9116	2,4358	130
DP2	7,5865	2,1618	130
DP3	7,6192	2,3713	130

Tests of Within-Subjects Contrasts

Measure: DP

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	32,544	1	32,544	12,604	,001	,089
	Quadratic	8,936	1	8,936	4,950	,028	,037
Error(ZEIT)	Linear	333,095	129	2,582			
	Quadratic	232,893	129	1,805			

Descriptive Statistics

	Mean	Std. Deviation	N
LA1_TR	13,5755	3,7318	130
LA2	14,7615	3,2482	130
LA3	14,5379	3,3393	130

Tests of Within-Subjects Contrasts

Measure: LA

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	60,210	1	60,210	10,226	,002	,073
	Quadratic	43,057	1	43,057	11,934	,001	,085
Error(ZEIT)	Linear	759,572	129	5,888			
	Quadratic	465,420	129	3,608			

2.3.1.3 ... der beruflichen Belastung?

Descriptive Statistics

	Mean	Std. Deviation	N
ARBZ1	12,4648	3,6998	131
ARBZ2	12,1313	3,6004	131
ARBZ3	11,9626	3,6960	131

Tests of Within-Subjects Contrasts

Measure: ARBUNZUF

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	16,518	1	16,518	3,679	,057	,028
	Quadratic	,593	1	,593	,220	,640	,002
Error(ZEIT)	Linear	583,701	130	4,490			
	Quadratic	349,743	130	2,690			

Descriptive Statistics

	Mean	Std. Deviation	N
KONT1	5,0303	1,7732	132
KONT2	4,7803	1,7090	132
KONT3	4,9167	1,9342	132

Tests of Within-Subjects Contrasts

Measure: KONT

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	,852	1	,852	,551	,459	,004
	Quadratic	3,284	1	3,284	2,211	,139	,017
Error(ZEIT)	Linear	202,648	131	1,547			
	Quadratic	194,549	131	1,485			

Descriptive Statistics

	Mean	Std. Deviation	N
UEBF1	14,9824	3,4894	132
UEBF2	14,6242	4,2039	132
UEBF3	14,4773	4,1730	132

Tests of Within-Subjects Contrasts

Measure: UEBF

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	16,837	1	16,837	3,081	,082	,023
	Quadratic	,981	1	,981	,190	,664	,001
Error(ZEIT)	Linear	715,919	131	5,465			
	Quadratic	676,525	131	5,164			

2.3.1.4 ... der Streßeinschätzungen

Descriptive Statistics

	Mean	Std. Deviation	N
CHAL1	6,6692	1,1706	130
CHAL2	6,7538	,9809	130
CHAL3	6,7654	1,0081	130

Tests of Within-Subjects Contrasts

Measure: HERAUSF

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	,601	1	,601	,939	,334	,007
	Quadratic	,116	1	,116	,286	,594	,002
Error(ZEIT)	Linear	82,524	129	,640			
	Quadratic	52,259	129	,405			

a. Computed using alpha = ,05

Descriptive Statistics

	Mean	Std. Deviation	N
THRE1	5,4091	1,9338	132
THRE2	5,2500	1,8550	132
THRE3	4,9697	1,6190	132

Tests of Within-Subjects Contrasts

Measure: BEDROH

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	12,742	1	12,742	10,531	,001	,074
	Quadratic	,323	1	,323	,261	,611	,002
Error(ZEIT)	Linear	158,508	131	1,210			
	Quadratic	162,427	131	1,240			

a. Computed using alpha = ,05

Descriptive Statistics

	Mean	Std. Deviation	N
LOSS1	4,2652	1,6571	132
LOSS2	3,9697	1,3700	132
LOSS3	3,8977	1,2837	132

Tests of Within-Subjects Contrasts

Measure: VERLUST

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	8,910	1	8,910	5,716	,018	,042
	Quadratic	1,099	1	1,099	1,155	,284	,009
Error(ZEIT)	Linear	204,215	131	1,559			
	Quadratic	124,610	131	,951			

a. Computed using alpha = ,05

2.3.2 Burnout-, Belastungs- und Stresseinschätzungsprofile unterschiedlich selbstwirksamer Lehrer

2.3.2.1 Kategorien der Allgemeinen Selbstwirksamkeit zum ersten Messzeitpunkt

Report

WIR1_TRI		ARBZ1	UEBF1	KONT1	EE1_TR	DP1_TR	LA1_TR
1,00	Mean	14,4778	17,0952	5,5111	20,8199	8,0740	15,9808
	N	45	45	45	45	45	44
	Std. Deviation	3,5362	3,4910	2,0519	5,0234	2,8615	3,9847
2,00	Mean	12,1190	14,0476	4,6667	16,8638	6,4043	13,0189
	N	42	42	42	42	42	42
	Std. Deviation	3,1484	3,0679	1,3190	3,9200	1,8606	2,8236
3,00	Mean	10,8042	13,8042	4,8864	16,1502	6,1908	11,7014
	N	44	44	44	43	43	44
	Std. Deviation	3,4587	2,8870	1,7943	4,5253	2,0072	2,9127
Total	Mean	12,4877	15,0128	5,0305	17,9972	6,9116	13,5755
	N	131	131	131	130	130	130
	Std. Deviation	3,6999	3,4852	1,7800	4,9491	2,4358	3,7318

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
ARBZ1 * WIR1_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	308,631	2	154,315	13,428	,000
	Within Groups		1470,991	128	11,492		
	Total		1779,622	130			
UEBF1 * WIR1_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	298,543	2	149,271	14,921	,000
	Within Groups		1280,534	128	10,004		
	Total		1579,076	130			
KONT1 * WIR1_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	16,868	2	8,434	2,733	,069
	Within Groups		395,010	128	3,086		
	Total		411,878	130			
EE1_TR * WIR1_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	559,186	2	279,593	13,655	,000
	Within Groups		2600,427	127	20,476		
	Total		3159,613	129			
DP1_TR * WIR1_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	93,951	2	46,976	8,885	,000
	Within Groups		671,433	127	5,287		
	Total		765,384	129			
LA1_TR * WIR1_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	422,111	2	211,055	19,502	,000
	Within Groups		1374,406	127	10,822		
	Total		1796,517	129			

Measures of Association

	Eta	Eta Squared
ARBZ1 * WIR1_TRI	,416	,173
UEBF1 * WIR1_TRI	,435	,189
KONT1 * WIR1_TRI	,202	,041
EE1_TR * WIR1_TRI	,421	,177
DP1_TR * WIR1_TRI	,350	,123
LA1_TR * WIR1_TRI	,485	,235

2.3.2.2 Kategorien der Lehrer–Selbstwirksamkeit zum ersten Messzeitpunkt**Report**

TE1_TRI		ARBZ1	UEBF1	KONT1	EE1_TR	DP1_TR	LA1_TR
1,00	Mean	14,5946	16,0347	4,9459	20,3869	8,4597	16,7495
	N	37	37	37	36	36	36
	Std. Deviation	3,3037	3,8012	1,4709	4,8696	2,9571	4,1577
2,00	Mean	12,5426	15,4894	5,2128	18,2289	6,9338	13,6613
	N	47	47	47	47	47	46
	Std. Deviation	3,3187	3,2092	2,1052	4,7655	2,0299	2,5217
3,00	Mean	10,7788	13,6747	4,9167	15,9351	5,7037	11,1126
	N	48	48	48	47	47	48
	Std. Deviation	3,5060	3,1488	1,6481	4,3665	1,5806	2,3117
Total	Mean	12,4764	14,9824	5,0303	17,9972	6,9116	13,5755
	N	132	132	132	130	130	130
	Std. Deviation	3,6880	3,4894	1,7732	4,9491	2,4358	3,7318

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
ARBZ1 * TE1_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	304,536	2	152,268	13,296	,000
	Within Groups		1477,282	129	11,452		
	Total		1781,818	131			
UEBF1 * TE1_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	135,141	2	67,571	5,971	,003
	Within Groups		1459,915	129	11,317		
	Total		1595,057	131			
KONT1 * TE1_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	2,448	2	1,224	,386	,681
	Within Groups		409,431	129	3,174		
	Total		411,879	131			
EE1_TR * TE1_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	407,949	2	203,975	9,414	,000
	Within Groups		2751,664	127	21,667		
	Total		3159,613	129			
DP1_TR * TE1_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	154,867	2	77,433	16,108	,000
	Within Groups		610,517	127	4,807		
	Total		765,384	129			
LA1_TR * TE1_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	654,181	2	327,090	36,364	,000
	Within Groups		1142,336	127	8,995		
	Total		1796,517	129			

Measures of Association

	Eta	Eta Squared
ARBZ1 * TE1_TRI	,413	,171
UEBF1 * TE1_TRI	,291	,085
KONT1 * TE1_TRI	,077	,006
EE1_TR * TE1_TRI	,359	,129
DP1_TR * TE1_TRI	,450	,202
LA1_TR * TE1_TRI	,603	,364

2.3.2.3 Kategorien der Allgemeinen Selbstwirksamkeit zum zweiten Messzeitpunkt

Report

WIR2_TRI		ARBZ2	UEBF2	KONT2	EE2	DP2	LA2
1,00	Mean	13,8378	17,2162	5,2973	18,8108	8,6486	17,0541
	N	37	37	37	37	37	37
	Std. Deviation	3,4682	4,3470	1,7137	4,8318	2,3830	3,2150
2,00	Mean	12,8837	14,8140	5,0000	16,6657	7,6337	15,6822
	N	43	43	43	43	43	43
	Std. Deviation	3,3109	3,2751	1,8387	3,8794	2,1004	2,1501
3,00	Mean	9,7702	12,5500	4,1667	14,5213	6,5625	12,0833
	N	47	48	48	47	48	48
	Std. Deviation	2,5697	3,8912	1,4192	3,7892	1,5697	2,0714
Total	Mean	12,0094	14,6594	4,7734	16,4970	7,5254	14,7292
	N	127	128	128	127	128	128
	Std. Deviation	3,5517	4,2546	1,7125	4,4684	2,1685	3,2519

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
ARBZ2 * WIR2_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	392,225	2	196,112	20,312	,000
	Within Groups		1197,204	124	9,655		
	Total		1589,429	126			
UEBF2 * WIR2_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	456,487	2	228,243	15,485	,000
	Within Groups		1842,422	125	14,739		
	Total		2298,909	127			
KONT2 * WIR2_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	30,033	2	15,017	5,482	,005
	Within Groups		342,396	125	2,739		
	Total		372,430	127			
EE2 * WIR2_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	382,775	2	191,388	11,126	,000
	Within Groups		2133,021	124	17,202		
	Total		2515,796	126			
DP2 * WIR2_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	91,691	2	45,846	11,336	,000
	Within Groups		505,539	125	4,044		
	Total		597,230	127			
LA2 * WIR2_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	575,063	2	287,531	46,804	,000
	Within Groups		767,920	125	6,143		
	Total		1342,983	127			

Measures of Association

	Eta	Eta Squared
ARBZ2 * WIR2_TRI	,497	,247
UEBF2 * WIR2_TRI	,446	,199
KONT2 * WIR2_TRI	,284	,081
EE2 * WIR2_TRI	,390	,152
DP2 * WIR2_TRI	,392	,154
LA2 * WIR2_TRI	,654	,428

2.3.2.4 Kategorien der Lehrer–Selbstwirksamkeit zum zweiten Messzeitpunkt

Report

TE2_TRI		ARBZ2	UEBF2	KONT2	EE2	DP2	LA2
1,00	Mean	14,8684	16,8947	5,2895	19,8882	9,3684	17,8734
	N	38	38	38	38	38	38
	Std. Deviation	3,2646	4,1446	1,9578	4,4415	2,0850	2,9133
2,00	Mean	11,8000	14,8150	4,8500	15,8462	7,4063	15,3786
	N	39	40	40	39	40	40
	Std. Deviation	3,0902	3,9386	1,6878	3,9306	1,9279	1,6319
3,00	Mean	10,2885	12,9192	4,2885	14,7596	6,3654	12,1154
	N	52	52	52	52	52	52
	Std. Deviation	2,9727	3,7318	1,4050	3,6521	1,4284	2,0925
Total	Mean	12,0946	14,6646	4,7538	16,5988	7,5635	14,8026
	N	129	130	130	129	130	130
	Std. Deviation	3,6156	4,2217	1,7075	4,5125	2,1733	3,2806

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
ARBZ2 * TE2_TRI	Between Groups	(Combined) Linearity	465,391	2	232,696	24,273	,000
		Deviation from Linearity					
	Within Groups		1207,895	126	9,586		
	Total		1673,286	128			
UEBF2 * TE2_TRI	Between Groups	(Combined) Linearity	348,307	2	174,153	11,337	,000
		Deviation from Linearity					
	Within Groups		1950,831	127	15,361		
	Total		2299,137	129			
KONT2 * TE2_TRI	Between Groups	(Combined) Linearity	22,534	2	11,267	4,047	,020
		Deviation from Linearity					
	Within Groups		353,589	127	2,784		
	Total		376,123	129			
EE2 * TE2_TRI	Between Groups	(Combined) Linearity	609,143	2	304,572	19,215	,000
		Deviation from Linearity					
	Within Groups		1997,222	126	15,851		
	Total		2606,365	128			
DP2 * TE2_TRI	Between Groups	(Combined) Linearity	199,428	2	99,714	30,898	,000
		Deviation from Linearity					
	Within Groups		409,861	127	3,227		
	Total		609,289	129			
LA2 * TE2_TRI	Between Groups	(Combined) Linearity	747,109	2	373,555	73,989	,000
		Deviation from Linearity					
	Within Groups		641,195	127	5,049		
	Total		1388,304	129			

Measures of Association

	Eta	Eta Squared
ARBZ2 * TE2_TRI	,527	,278
UEBF2 * TE2_TRI	,389	,151
KONT2 * TE2_TRI	,245	,060
EE2 * TE2_TRI	,483	,234
DP2 * TE2_TRI	,572	,327
LA2 * TE2_TRI	,734	,538

2.3.2.5 Kategorien der Kollektiven Selbstwirksamkeit zum zweiten Messzeitpunkt

Report

KSW2_TRI		ARBZ2	UEBF2	KONT2	EE2	DP2	LA2
1,00	Mean	14,2791	16,0000	5,3953	18,1163	8,3953	16,8771
	N	43	43	43	43	43	43
	Std. Deviation	3,1345	4,5408	1,9290	4,8727	2,3517	3,0805
2,00	Mean	12,0222	14,2578	4,8667	16,4139	7,3167	14,4984
	N	45	45	45	45	45	45
	Std. Deviation	3,4476	4,0686	1,7003	4,2131	1,8650	3,0379
3,00	Mean	10,0048	13,6714	4,0000	15,1815	7,0000	13,0204
	N	42	42	42	42	42	42
	Std. Deviation	2,9518	3,7647	1,1476	3,9817	2,0836	2,5203
Total	Mean	12,1169	14,6446	4,7615	16,5788	7,5712	14,8077
	N	130	130	130	130	130	130
	Std. Deviation	3,6106	4,2234	1,7154	4,5007	2,1730	3,2798

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
ARBZ2 * KSW2_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	388,795	2	194,397	19,096	,000
	Within Groups		1292,868	127	10,180		
	Total		1681,663	129			
UEBF2 * KSW2_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	125,506	2	62,753	3,663	,028
	Within Groups		2175,475	127	17,130		
	Total		2300,981	129			
KONT2 * KSW2_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	42,129	2	21,064	7,927	,001
	Within Groups		337,479	127	2,657		
	Total		379,608	129			
EE2 * KSW2_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	184,866	2	92,433	4,834	,009
	Within Groups		2428,201	127	19,120		
	Total		2613,067	129			
DP2 * KSW2_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	45,825	2	22,913	5,166	,007
	Within Groups		563,329	127	4,436		
	Total		609,154	129			
LA2 * KSW2_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	322,610	2	161,305	19,234	,000
	Within Groups		1065,066	127	8,386		
	Total		1387,675	129			

Measures of Association

	Eta	Eta Squared
ARBZ2 * KSW2_TRI	,481	,231
UEBF2 * KSW2_TRI	,234	,055
KONT2 * KSW2_TRI	,333	,111
EE2 * KSW2_TRI	,266	,071
DP2 * KSW2_TRI	,274	,075
LA2 * KSW2_TRI	,482	,232

2.3.2.6 Kategorien der Allgemeinen Selbstwirksamkeit zum dritten Messzeitpunkt**Report**

WIR3_TRI		ARBZ3	UEBF3	KONT3	EE3	DP3	LA3
1,00	Mean	14,5455	17,1333	5,7879	19,5303	9,1970	17,5512
	N	33	33	33	33	33	33
	Std. Deviation	4,0007	3,9130	2,0426	5,5957	2,9526	3,2648
2,00	Mean	12,5939	14,8694	5,1633	17,1327	7,8061	15,5510
	N	49	49	49	49	49	49
	Std. Deviation	3,2555	3,6151	2,0751	3,9997	2,1622	1,9691
3,00	Mean	9,7400	12,3400	4,1000	13,8025	6,3400	11,6914
	N	50	50	50	50	50	50
	Std. Deviation	2,4479	3,7667	1,3439	2,9462	1,1359	2,0321
Total	Mean	12,0008	14,4773	4,9167	16,4706	7,5985	14,5891
	N	132	132	132	132	132	132
	Std. Deviation	3,7079	4,1730	1,9342	4,6900	2,3642	3,3660

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
ARBZ3 * WIR3_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	486,480	2	243,240	23,870	,000
	Within Groups		1314,530	129	10,190		
	Total		1801,010	131			
UEBF3 * WIR3_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	468,734	2	234,367	16,680	,000
	Within Groups		1812,517	129	14,051		
	Total		2281,252	131			
KONT3 * WIR3_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	61,374	2	30,687	9,234	,000
	Within Groups		428,709	129	3,323		
	Total		490,083	131			
EE3 * WIR3_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	686,354	2	343,177	20,167	,000
	Within Groups		2195,173	129	17,017		
	Total		2881,527	131			
DP3 * WIR3_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	165,622	2	82,811	18,854	,000
	Within Groups		566,598	129	4,392		
	Total		732,220	131			
LA3 * WIR3_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	754,713	2	377,356	66,725	,000
	Within Groups		729,551	129	5,655		
	Total		1484,264	131			

Measures of Association

	Eta	Eta Squared
ARBZ3 * WIR3_TRI	,520	,270
UEBF3 * WIR3_TRI	,453	,205
KONT3 * WIR3_TRI	,354	,125
EE3 * WIR3_TRI	,488	,238
DP3 * WIR3_TRI	,476	,226
LA3 * WIR3_TRI	,713	,508

2.3.2.7 Kategorien der Lehrer–Selbstwirksamkeit zum dritten Messzeitpunkt

Report

TE3_TRI		ARBZ3	UEBF3	KONT3	EE3	DP3	LA3
1,00	Mean	14,4853	16,4824	5,6471	19,3971	9,7206	17,4762
	N	34	34	34	34	34	34
	Std. Deviation	3,2717	4,1174	2,2140	5,6779	2,6434	2,9537
2,00	Mean	12,7174	15,0000	5,0000	16,6766	7,4891	15,2298
	N	46	46	46	46	46	46
	Std. Deviation	3,5756	3,7653	1,8856	3,5315	1,9450	2,3979
3,00	Mean	9,6980	12,6588	4,3529	14,4020	6,2941	12,1373
	N	51	51	51	51	51	51
	Std. Deviation	2,7148	3,9131	1,6349	3,8289	1,3460	2,5379
Total	Mean	12,0008	14,4733	4,9160	16,4971	7,6031	14,6089
	N	131	131	131	131	131	131
	Std. Deviation	3,7221	4,1888	1,9416	4,6981	2,3727	3,3713

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
ARBZ3 * TE3_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	503,931	2	251,966	24,865	,000
	Within Groups		1297,079	128	10,133		
	Total		1801,010	130			
UEBF3 * TE3_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	317,904	2	158,952	10,364	,000
	Within Groups		1963,073	128	15,337		
	Total		2280,976	130			
KONT3 * TE3_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	34,665	2	17,332	4,871	,009
	Within Groups		455,412	128	3,558		
	Total		490,076	130			
EE3 * TE3_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	511,285	2	255,642	13,876	,000
	Within Groups		2358,105	128	18,423		
	Total		2869,390	130			
DP3 * TE3_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	240,430	2	120,215	31,312	,000
	Within Groups		491,428	128	3,839		
	Total		731,859	130			
LA3 * TE3_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	608,821	2	304,411	44,854	,000
	Within Groups		868,688	128	6,787		
	Total		1477,509	130			

Measures of Association

	Eta	Eta Squared
ARBZ3 * TE3_TRI	,529	,280
UEBF3 * TE3_TRI	,373	,139
KONT3 * TE3_TRI	,266	,071
EE3 * TE3_TRI	,422	,178
DP3 * TE3_TRI	,573	,329
LA3 * TE3_TRI	,642	,412

2.3.2.8 Kategorien der Kollektiven Selbstwirksamkeit zum dritten Messzeitpunkt**Report**

KSW3_TRI		ARBZ3	UEBF3	KONT3	EE3	DP3	LA3
1,00	Mean	13,2255	15,6784	5,4706	17,7451	8,5882	16,3053
	N	51	51	51	51	51	51
	Std. Deviation	3,6679	3,7728	2,1480	4,8686	2,6790	3,0383
2,00	Mean	11,9674	14,7302	4,9535	16,5814	7,3953	14,3566
	N	43	43	43	43	43	43
	Std. Deviation	3,5681	4,1777	1,8766	4,5486	2,1946	3,3479
3,00	Mean	10,3784	12,5135	4,1622	14,5709	6,4595	12,4151
	N	37	37	37	37	37	37
	Std. Deviation	3,4104	4,1407	1,4046	4,1171	1,4062	2,4497
Total	Mean	12,0084	14,4733	4,9313	16,4666	7,5954	14,5669
	N	131	131	131	131	131	131
	Std. Deviation	3,7210	4,1888	1,9343	4,7078	2,3730	3,3692

ANOVA Table

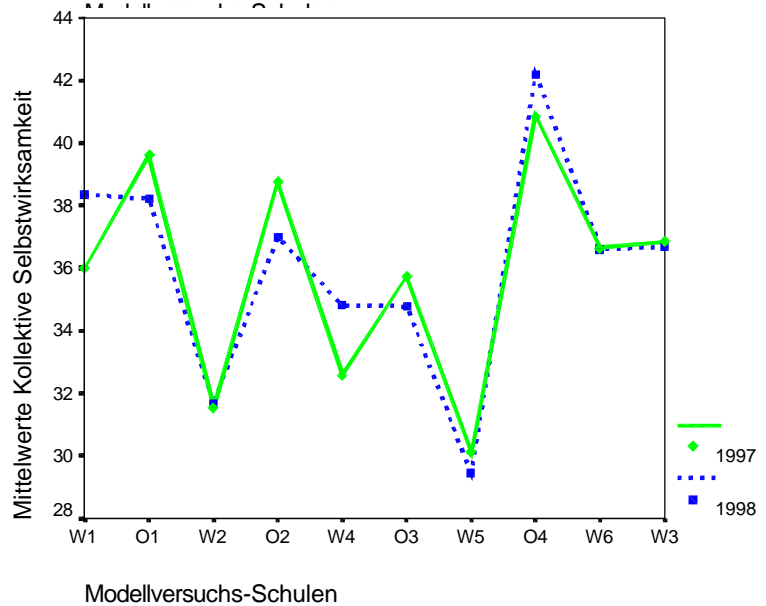
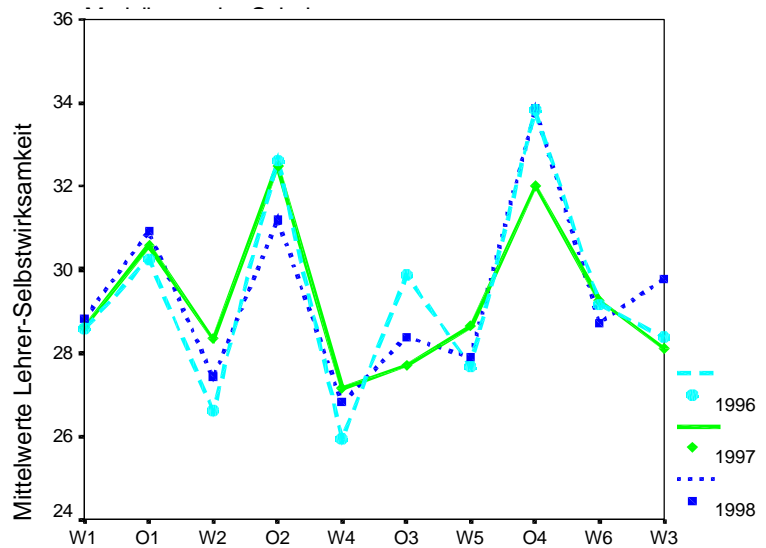
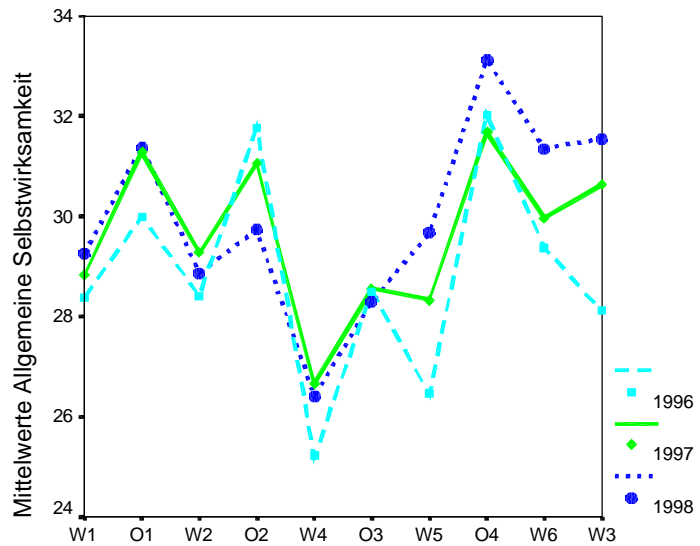
			Sum of Squares	df	Mean Square	F	Sig.
ARBZ3 * KSW3_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	173,927	2	86,963	6,846	,001
	Within Groups		1626,074	128	12,704		
	Total		1800,001	130			
UEBF3 * KSW3_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	219,016	2	109,508	6,798	,002
	Within Groups		2061,960	128	16,109		
	Total		2280,976	130			
KONT3 * KSW3_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	36,742	2	18,371	5,230	,007
	Within Groups		449,640	128	3,513		
	Total		486,382	130			
EE3 * KSW3_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	216,889	2	108,444	5,210	,007
	Within Groups		2664,356	128	20,815		
	Total		2881,245	130			
DP3 * KSW3_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	99,736	2	49,868	10,095	,000
	Within Groups		632,321	128	4,940		
	Total		732,057	130			
LA3 * KSW3_TRI	Between Groups	(Combined) Linearity Deviation from Linearity	327,355	2	163,678	18,244	,000
	Within Groups		1148,370	128	8,972		
	Total		1475,726	130			

Measures of Association

	Eta	Eta Squared
ARBZ3 * KSW3_TRI	,311	,097
UEBF3 * KSW3_TRI	,310	,096
KONT3 * KSW3_TRI	,275	,076
EE3 * KSW3_TRI	,274	,075
DP3 * KSW3_TRI	,369	,136
LA3 * KSW3_TRI	,471	,222

2.3.3 Unterschiedliche Veränderungen in Subgruppen in den Mittelwerten der Selbstwirksamkeitserwartungen, des Burnout, der Belastung und der Stresseinschätzung

2.3.3.1 Schulunterschiede



Modellversuchs-Schulen

Tests of Within-Subjects Contrasts

Measure: A_SWE

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	76,766	1	76,766	14,200	,000	,107
	Quadratic	4,254	1	4,254	1,151	,286	,010
ZEIT * SCHULEN	Linear	133,729	9	14,859	2,749	,006	,173
	Quadratic	18,214	9	2,024	,548	,837	,040
Error(ZEIT)	Linear	637,891	118	5,406			
	Quadratic	436,058	118	3,695			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: A_SWE

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	306102,332	1	306102,332	7781,229	,000	,985
SCHULEN	934,004	9	103,778	2,638	,008	,168
Error	4641,950	118	39,339			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: L_SWE

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	,488	1	,488	,118	,732	,001
	Quadratic	,156	1	,156	,039	,843	,000
ZEIT * SCHULEN	Linear	58,778	9	6,531	1,582	,128	,107
	Quadratic	79,153	9	8,795	2,215	,026	,143
Error(ZEIT)	Linear	491,317	119	4,129			
	Quadratic	472,548	119	3,971			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: L_SWE

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	305024,749	1	305024,749	9797,747	,000	,988
SCHULEN	1222,111	9	135,790	4,362	,000	,248
Error	3704,724	119	31,132			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: WIRK_K

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	,698	1	,698	,097	,756	,001
ZEIT * SCHULEN	Linear	124,444	9	13,827	1,925	,055	,127
Error(ZEIT)	Linear	854,661	119	7,182			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: WIRK_K

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	305346,275	1	305346,275	6482,513	,000	,982
SCHULEN	2258,336	9	250,926	5,327	,000	,287
Error	5605,266	119	47,103			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: ERSCHÖPF

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	138,322	1	138,322	13,648	,000	,103
	Quadratic	12,207	1	12,207	2,195	,141	,018
ZEIT * SCHULEN	Linear	81,338	9	9,038	,892	,535	,063
	Quadratic	83,136	9	9,237	1,661	,106	,112
Error(ZEIT)	Linear	1206,090	119	10,135			
	Quadratic	661,638	119	5,560			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: ERSCHÖPF

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	98581,740	1	98581,740	2015,696	,000	,944
SCHULEN	686,665	9	76,296	1,560	,135	,106
Error	5819,939	119	48,907			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: ZYNISMUS

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	26,284	1	26,284	10,096	,002	,078
	Quadratic	9,824	1	9,824	5,322	,023	,042
ZEIT * SCHULEN	Linear	20,670	9	2,297	,882	,543	,062
	Quadratic	11,361	9	1,262	,684	,722	,049
Error(ZEIT)	Linear	312,425	120	2,604			
	Quadratic	221,533	120	1,846			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: ZYNISMUS

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	18491,562	1	18491,562	1549,312	,000	,928
SCHULEN	95,396	9	10,600	,888	,538	,062
Error	1432,241	120	11,935			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: LEISTUNG

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	40,203	1	40,203	7,068	,009	,056
	Quadratic	43,012	1	43,012	12,811	,000	,096
ZEIT * SCHULEN	Linear	77,016	9	8,557	1,504	,154	,101
	Quadratic	62,530	9	6,948	2,069	,037	,134
Error(ZEIT)	Linear	682,556	120	5,688			
	Quadratic	402,890	120	3,357			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: LEISTUNG

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	71164,165	1	71164,165	2862,786	,000	,960
SCHULEN	388,043	9	43,116	1,734	,088	,115
Error	2983,004	120	24,858			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: ZUFRIEDEN

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	18,584	1	18,584	4,094	,045	,033
	Quadratic	1,101	1	1,101	,424	,516	,003
ZEIT * SCHULEN	Linear	34,391	9	3,821	,842	,579	,059
	Quadratic	35,488	9	3,943	1,518	,149	,101
Error(ZEIT)	Linear	549,310	121	4,540			
	Quadratic	314,255	121	2,597			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: ZUFRIEDEN

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	52374,940	1	52374,940	1606,075	,000	,930
SCHULEN	361,172	9	40,130	1,231	,283	,084
Error	3945,872	121	32,611			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: KONTROLL

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	2,445	1	2,445	1,559	,214	,013
	Quadratic	2,831	1	2,831	1,921	,168	,016
ZEIT * SCHULEN	Linear	11,311	9	1,257	,801	,616	,056
	Quadratic	14,777	9	1,642	1,114	,358	,076
Error(ZEIT)	Linear	191,337	122	1,568			
	Quadratic	179,772	122	1,474			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: KONTROLL

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	8420,802	1	8420,802	1587,349	,000	,929
SCHULEN	240,190	9	26,688	5,031	,000	,271
Error	647,203	122	5,305			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: ÜBERFORD

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	24,030	1	24,030	4,584	,034	,036
	Quadratic	,355	1	,355	,073	,787	,001
ZEIT * SCHULEN	Linear	76,398	9	8,489	1,619	,117	,107
	Quadratic	85,377	9	9,486	1,958	,050	,126
Error(ZEIT)	Linear	639,522	122	5,242			
	Quadratic	591,149	122	4,845			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: ÜBERFORD

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	76694,897	1	76694,897	2277,795	,000	,949
SCHULEN	691,165	9	76,796	2,281	,021	,144
Error	4107,822	122	33,671			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: HERAUSF

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	,917	1	,917	1,397	,240	,012
	Quadratic	,331	1	,331	,799	,373	,007
ZEIT * SCHULEN	Linear	3,768	9	,419	,638	,763	,046
	Quadratic	2,451	9	,272	,656	,747	,047
Error(ZEIT)	Linear	78,756	120	,656			
	Quadratic	49,808	120	,415			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: HERAUSF

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	16531,180	1	16531,180	7513,729	,000	,984
SCHULEN	33,195	9	3,688	1,676	,102	,112
Error	264,016	120	2,200			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: BEDROH

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	9,738	1	9,738	8,408	,004	,064
	Quadratic	,260	1	,260	,207	,650	,002
ZEIT * SCHULEN	Linear	17,210	9	1,912	1,651	,108	,109
	Quadratic	8,961	9	,996	,792	,625	,055
Error(ZEIT)	Linear	141,298	122	1,158			
	Quadratic	153,466	122	1,258			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: BEDROH

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	9676,444	1	9676,444	1343,571	,000	,917
SCHULEN	84,455	9	9,384	1,303	,242	,088
Error	878,648	122	7,202			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: VERLUST

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	8,337	1	8,337	5,446	,021	,043
	Quadratic	,828	1	,828	,836	,362	,007
ZEIT * SCHULEN	Linear	17,449	9	1,939	1,266	,262	,085
	Quadratic	3,799	9	,422	,426	,919	,030
Error(ZEIT)	Linear	186,766	122	1,531			
	Quadratic	120,810	122	,990			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: VERLUST

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	5875,539	1	5875,539	1577,550	,000	,928
SCHULEN	38,258	9	4,251	1,141	,339	,078
Error	454,386	122	3,724			

a. Computed using alpha = ,05

2.3.3.2 Geschlechtsunterschiede

Tests of Within-Subjects Contrasts

Measure: A_SWE

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	56,986	1	56,986	9,336	,003	,069
	Quadratic	6,136	1	6,136	1,702	,194	,013
ZEIT * SEX	Linear	2,575	1	2,575	,422	,517	,003
	Quadratic	,135	1	,135	,037	,847	,000
Error(ZEIT)	Linear	769,045	126	6,104			
	Quadratic	454,138	126	3,604			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: A_SWE

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	319621,772	1	319621,772	7358,257	,000	,983
SEX	102,872	1	102,872	2,368	,126	,018
Error	5473,082	126	43,437			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: L_SWE

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	,109	1	,109	,026	,873	,000
	Quadratic	,366	1	,366	,087	,768	,001
ZEIT * SEX	Linear	8,851	1	8,851	2,077	,152	,016
	Quadratic	18,584	1	18,584	4,427	,037	,034
Error(ZEIT)	Linear	541,245	127	4,262			
	Quadratic	533,117	127	4,198			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: L_SWE

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	317189,656	1	317189,656	8522,141	,000	,985
SEX	199,960	1	199,960	5,372	,022	,041
Error	4726,874	127	37,219			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: WIRK_K

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	,436	1	,436	,057	,812	,000
ZEIT * SEX	Linear	8,279	1	8,279	1,083	,300	,008
Error(ZEIT)	Linear	970,827	127	7,644			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: WIRK_K

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	317529,935	1	317529,935	5215,551	,000	,976
SEX	131,667	1	131,667	2,163	,144	,017
Error	7731,935	127	60,881			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: ERSCHÖPF

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	113,225	1	113,225	11,532	,001	,083
	Quadratic	30,124	1	30,124	5,137	,025	,039
ZEIT * SEX	Linear	40,507	1	40,507	4,126	,044	,031
	Quadratic	3,991E-02	1	3,991E-02	,007	,934	,000
Error(ZEIT)	Linear	1246,921	127	9,818			
	Quadratic	744,734	127	5,864			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: ERSCHÖPF

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	109221,957	1	109221,957	2132,895	,000	,944
SEX	3,148	1	3,148	,061	,805	,000
Error	6503,456	127	51,208			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: ZYNISMUS

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	36,160	1	36,160	14,121	,000	,099
	Quadratic	7,755	1	7,755	4,279	,041	,032
ZEIT * SEX	Linear	5,333	1	5,333	2,083	,151	,016
	Quadratic	,909	1	,909	,501	,480	,004
Error(ZEIT)	Linear	327,762	128	2,561			
	Quadratic	231,985	128	1,812			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: ZYNISMUS

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	21022,646	1	21022,646	1856,609	,000	,936
SEX	78,274	1	78,274	6,913	,010	,051
Error	1449,362	128	11,323			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: LEISTUNG

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	62,966	1	62,966	10,651	,001	,077
	Quadratic	41,283	1	41,283	11,355	,001	,081
ZEIT * SEX	Linear	2,886	1	2,886	,488	,486	,004
	Quadratic	6,153E-02	1	6,153E-02	,017	,897	,000
Error(ZEIT)	Linear	756,685	128	5,912			
	Quadratic	465,358	128	3,636			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: LEISTUNG

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	77839,267	1	77839,267	2976,856	,000	,959
SEX	24,084	1	24,084	,921	,339	,007
Error	3346,963	128	26,148			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: ZUFRIEDEN

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	16,872	1	16,872	3,731	,056	,028
	Quadratic	,103	1	,103	,039	,844	,000
ZEIT * SEX	Linear	,358	1	,358	,079	,779	,001
	Quadratic	7,488	1	7,488	2,822	,095	,021
Error(ZEIT)	Linear	583,343	129	4,522			
	Quadratic	342,255	129	2,653			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: ZUFRIEDEN

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	57576,164	1	57576,164	1759,865	,000	,932
SEX	86,648	1	86,648	2,648	,106	,020
Error	4220,396	129	32,716			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: KONTROLL

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	,896	1	,896	,575	,450	,004
	Quadratic	2,728	1	2,728	1,829	,179	,014
ZEIT * SEX	Linear	4,773E-02	1	4,773E-02	,031	,861	,000
	Quadratic	,657	1	,657	,441	,508	,003
Error(ZEIT)	Linear	202,600	130	1,558			
	Quadratic	193,892	130	1,491			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: KONTROLL

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	9183,515	1	9183,515	1358,730	,000	,913
SEX	8,738	1	8,738	1,293	,258	,010
Error	878,656	130	6,759			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: ÜBERFORD

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	15,248	1	15,248	2,772	,098	,021
	Quadratic	1,044	1	1,044	,201	,655	,002
ZEIT * SEX	Linear	,716	1	,716	,130	,719	,001
	Quadratic	7,451E-02	1	7,451E-02	,014	,905	,000
Error(ZEIT)	Linear	715,203	130	5,502			
	Quadratic	676,451	130	5,203			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: ÜBERFORD

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	82832,209	1	82832,209	2248,468	,000	,945
SEX	9,864	1	9,864	,268	,606	,002
Error	4789,122	130	36,839			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: HERAUSF

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	,240	1	,240	,388	,535	,003
	Quadratic	,171	1	,171	,422	,517	,003
ZEIT * SEX	Linear	3,217	1	3,217	5,192	,024	,039
	Quadratic	,256	1	,256	,630	,429	,005
Error(ZEIT)	Linear	79,307	128	,620			
	Quadratic	52,003	128	,406			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: HERAUSF

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	17159,280	1	17159,280	7499,943	,000	,983
SEX	4,357	1	4,357	1,904	,170	,015
Error	292,854	128	2,288			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: BEDROH

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	8,791	1	8,791	7,752	,006	,056
	Quadratic	,182	1	,182	,146	,703	,001
ZEIT * SEX	Linear	11,082	1	11,082	9,772	,002	,070
	Quadratic	,648	1	,648	,521	,472	,004
Error(ZEIT)	Linear	147,425	130	1,134			
	Quadratic	161,779	130	1,244			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: BEDROH

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	10427,741	1	10427,741	1408,102	,000	,915
SEX	,384	1	,384	,052	,820	,000
Error	962,719	130	7,406			

a. Computed using alpha = ,05

Tests of Within-Subjects Contrasts

Measure: VERLUST

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	5,310	1	5,310	3,642	,059	,027
	Quadratic	,712	1	,712	,751	,388	,006
ZEIT * SEX	Linear	14,696	1	14,696	10,081	,002	,072
	Quadratic	1,295	1	1,295	1,366	,245	,010
Error(ZEIT)	Linear	189,519	130	1,458			
	Quadratic	123,314	130	,949			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: VERLUST

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	6259,734	1	6259,734	1658,488	,000	,927
SEX	1,976	1	1,976	,524	,471	,004
Error	490,667	130	3,774			

a. Computed using alpha = ,05

2.3.3.3 Berufserfahrung

Descriptive Statistics

	ERFA2_MD	Mean	Std. Deviation	N
EE1_TR	1,00	17,6618	4,2217	63
	2,00	18,3521	5,6081	63
	Total	18,0069	4,9558	126
EE2	1,00	15,7579	3,3459	63
	2,00	17,4841	5,3898	63
	Total	16,6210	4,5511	126
EE3	1,00	15,5714	4,3309	63
	2,00	17,4385	4,9962	63
	Total	16,5050	4,7501	126

Tests of Within-Subjects Contrasts

Measure: ERSCHÖPF

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	142,120	1	142,120	14,123	,000	,102
	Quadratic	33,861	1	33,861	5,720	,018	,044
ZEIT * ERFA2_MD	Linear	21,811	1	21,811	2,167	,143	,017
	Quadratic	4,206	1	4,206	,711	,401	,006
Error(ZEIT)	Linear	1247,780	124	10,063			
	Quadratic	733,990	124	5,919			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: ERSCHÖPF

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	109812,130	1	109812,130	2168,628	,000	,946
ERFA2_MD	192,661	1	192,661	3,805	,053	,030
Error	6278,948	124	50,637			

a. Computed using alpha = ,05

Descriptive Statistics

	ERFA2_MD	Mean	Std. Deviation	N
KONT1	1,00	5,2031	1,9451	64
	2,00	4,8769	1,6057	65
	Total	5,0388	1,7827	129
KONT2	1,00	4,8281	1,6090	64
	2,00	4,5692	1,6102	65
	Total	4,6977	1,6086	129
KONT3	1,00	5,4375	2,1813	64
	2,00	4,3692	1,4745	65
	Total	4,8992	1,9278	129

Tests of Within-Subjects Contrasts

Measure: KONTROLL

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	1,205	1	1,205	,810	,370	,006
	Quadratic	6,410	1	6,410	5,178	,025	,039
ZEIT * ERFA2_MD	Linear	8,879	1	8,879	5,971	,016	,045
	Quadratic	4,131	1	4,131	3,337	,070	,026
Error(ZEIT)	Linear	188,865	127	1,487			
	Quadratic	157,205	127	1,238			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: KONTROLL

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	9218,222	1	9218,222	1418,634	,000	,918
ERFA2_MD	29,385	1	29,385	4,522	,035	,034
Error	825,241	127	6,498			

a. Computed using alpha = ,05

Descriptive Statistics

	ERFA2_MD	Mean	Std. Deviation	N
UEBF1	1,00	14,5573	3,1837	64
	2,00	15,5231	3,7588	65
	Total	15,0440	3,5054	129
UEBF2	1,00	14,3594	3,8354	64
	2,00	14,9600	4,5803	65
	Total	14,6620	4,2214	129
UEBF3	1,00	13,5063	4,2489	64
	2,00	15,5323	3,9305	65
	Total	14,5271	4,2005	129

Tests of Within-Subjects Contrasts

Measure: ÜBERFORD

Source	ZEIT	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
ZEIT	Linear	17,502	1	17,502	3,206	,076	,025
	Quadratic	1,240	1	1,240	,243	,623	,002
ZEIT * ERFA2_MD	Linear	18,128	1	18,128	3,320	,071	,025
	Quadratic	17,231	1	17,231	3,383	,068	,026
Error(ZEIT)	Linear	693,399	127	5,460			
	Quadratic	646,962	127	5,094			

a. Computed using alpha = ,05

Tests of Between-Subjects Effects

Measure: ÜBERFORD

Transformed Variable: Average

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Eta Squared
Intercept	84074,387	1	84074,387	2322,244	,000	,948
ERFA2_MD	138,725	1	138,725	3,832	,052	,029
Error	4597,901	127	36,204			

a. Computed using alpha = ,05

2.4 Vorhersage der Ausprägung der Lehrermerkmale zum dritten Messzeitpunkt

2.4.1 Sagen Masse der Selbstwirksamkeitserwartung das Ausmass der Burnoutdimensionen zwei Jahre später voraus?

Correlations

		WIRK1	WIRK2	WIRK3	TEACH1	TEACH2	TEACH3	KSWE2	KSWE3
EE1	Pearson Correlation	-,434**	-,340**	-,409**	-,452**	-,381**	-,372**	-,276**	-,244**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,002	,005
	N	130	127	130	130	129	129	129	129
EE2	Pearson Correlation	-,381**	-,436**	-,388**	-,375**	-,509**	-,408**	-,352**	-,324**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000
	N	130	127	131	131	129	130	130	130
EE3	Pearson Correlation	-,334**	-,360**	-,551**	-,355**	-,448**	-,504**	-,313**	-,297**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,001
	N	131	128	132	132	130	131	130	131
DP1	Pearson Correlation	-,416**	-,386**	-,433**	-,566**	-,516**	-,480**	-,462**	-,380**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000
	N	130	127	130	130	129	129	129	129
DP2	Pearson Correlation	-,424**	-,430**	-,436**	-,498**	-,598**	-,478**	-,324**	-,298**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,001
	N	131	128	132	132	130	131	130	131
DP3	Pearson Correlation	-,396**	-,346**	-,506**	-,528**	-,530**	-,631**	-,469**	-,451**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000
	N	131	128	132	132	130	131	130	131
LA1	Pearson Correlation	-,565**	-,491**	-,482**	-,656**	-,533**	-,534**	-,329**	-,336**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000
	N	130	128	130	130	129	129	129	129
LA2	Pearson Correlation	-,675**	-,725**	-,645**	-,600**	-,784**	-,689**	-,473**	-,370**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000
	N	131	128	132	132	130	131	130	131
LA3	Pearson Correlation	-,607**	-,595**	-,756**	-,590**	-,654**	-,752**	-,479**	-,471**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000
	N	131	128	132	132	130	131	130	131

2.4.1.1 Vorhersage der Emotionalen Erschöpfung

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,648 ^a	,420	,416	3,4397

a. Predictors: (Constant), EE1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,187	,735		13,859	,000
	EE1	,337	,035	,648	9,595	,000

a. Dependent Variable: EE2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,573 ^a	,328	,323	3,8742

a. Predictors: (Constant), EE1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,565	,826		12,791	,000
	EE1	,311	,039	,573	7,905	,000

a. Dependent Variable: EE3

2.4.1.2 Vorhersage der Depersonalisierung

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,587 ^a	,344	,339	1,7573
2	,621 ^b	,386	,376	1,7074

a. Predictors: (Constant), DP1

b. Predictors: (Constant), DP1, TEACH1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,034	,244		24,710	,000
	DP1	,297	,036	,587	8,198	,000
2	(Constant)	10,173	1,432		7,104	,000
	DP1	,226	,043	,447	5,293	,000
	TEACH1	-,130	,044	-,247	-2,931	,004

a. Dependent Variable: DP2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,553 ^a	,306	,301	1,9829
2	,610 ^b	,372	,363	1,8932

a. Predictors: (Constant), DP1

b. Predictors: (Constant), DP1, TEACH1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,013	,276		21,823	,000
	DP1	,308	,041	,553	7,516	,000
2	(Constant)	11,750	1,588		7,400	,000
	DP1	,209	,047	,376	4,412	,000
	TEACH1	-,180	,049	-,313	-3,664	,000

a. Dependent Variable: DP3

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,654 ^a	,428	,423	1,8127
2	,711 ^b	,505	,497	1,6922

a. Predictors: (Constant), DP2

b. Predictors: (Constant), DP2, KSWE2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,179	,581		3,749	,000
	DP2	,717	,074	,654	9,666	,000
2	(Constant)	7,121	1,245		5,717	,000
	DP2	,611	,073	,557	8,328	,000
	KSWE2	-,116	,026	-,295	-4,408	,000

a. Dependent Variable: DP3

2.4.1.3 Vorhersage des Leistungsverlusts

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,555 ^a	,308	,303	2,7123
2	,705 ^b	,497	,489	2,3222

a. Predictors: (Constant), LA1

b. Predictors: (Constant), LA1, WIRK1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11,240	,524		21,471	,000
	LA1	,276	,037	,555	7,551	,000
2	(Constant)	23,420	1,821		12,860	,000
	LA1	,128	,038	,258	3,381	,001
	WIRK1	-,360	,052	-,526	-6,900	,000

a. Dependent Variable: LA2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,534 ^a	,285	,279	2,8350
2	,648 ^b	,419	,410	2,5644
3	,667 ^c	,445	,432	2,5161

a. Predictors: (Constant), LA1

b. Predictors: (Constant), LA1, WIRK1

c. Predictors: (Constant), LA1, WIRK1, TEACH1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11,058	,547		20,209	,000
	LA1	,273	,038	,534	7,140	,000
2	(Constant)	21,634	2,011		10,758	,000
	LA1	,144	,042	,283	3,450	,001
	WIRK1	-,313	,058	-,445	-5,426	,000
3	(Constant)	25,755	2,600		9,904	,000
	LA1	9,440E-02	,046	,185	2,055	,042
	WIRK1	-,232	,066	-,329	-3,531	,001
	TEACH1	-,199	,082	-,248	-2,433	,016

a. Dependent Variable: LA3

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,737 ^a	,544	,540	2,2364
2	,755 ^b	,570	,564	2,1784

a. Predictors: (Constant), LA2

b. Predictors: (Constant), LA2, KSWE2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.
		B	Std. Error	Beta			
1	(Constant)	3,478	,921			3,776	,000
	LA2	,745	,061	,737		12,202	,000
2	(Constant)	8,467	2,005			4,223	,000
	LA2	,653	,068	,646		9,600	,000
	KSWE2	-,102	,037	-,187		-2,783	,006

a. Dependent Variable: LA3

2.4.2 Sagen Masse der Selbstwirksamkeitserwartung das Ausmass der subjektiven beruflichen Belastung zwei Jahre später voraus?

Correlations

	WIRK1	WIRK2	WIRK3	TEACH1	TEACH2	TEACH3	KSWE2	KSWE3
ARBZ1 Pearson Correlation	-,428*	-,318*	-,342*	-,502*	-,399*	-,407*	-,271*	-,202*
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,002	,021
N	131	128	132	132	130	131	130	131
ARBZ2 Pearson Correlation	-,490*	-,514*	-,496*	-,524*	-,571*	-,554*	-,445*	-,343*
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000
N	130	127	131	131	129	130	130	130
ARBZ3 Pearson Correlation	-,460*	-,400*	-,561*	-,529*	-,528*	-,579*	-,429*	-,352*
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000
N	131	128	132	132	130	131	130	131
UEBF1 Pearson Correlation	-,364*	-,328*	-,314*	-,372*	-,368*	-,313*	-,269*	-,247*
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,002	,004
N	131	128	132	132	130	131	130	131
UEBF2 Pearson Correlation	-,376*	-,427*	-,326*	-,359*	-,433*	-,340*	-,341*	-,266*
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,002
N	131	128	132	132	130	131	130	131
UEBF3 Pearson Correlation	-,388*	-,399*	-,498*	-,343*	-,428*	-,463*	-,377*	-,313*
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000
N	131	128	132	132	130	131	130	131
KONT1 Pearson Correlation	-,093	-,157	-,131	-,043	-,096	-,130	-,178*	-,216*
Sig. (2-tailed)	,290	,077	,135	,621	,279	,139	,043	,013
N	131	128	132	132	130	131	130	131
KONT2 Pearson Correlation	-,184*	-,257*	-,190*	-,169	-,275*	-,207*	-,284*	-,263*
Sig. (2-tailed)	,035	,003	,029	,053	,002	,018	,001	,002
N	131	128	132	132	130	131	130	131
KONT3 Pearson Correlation	-,196*	-,289*	-,339*	-,098	-,339*	-,278*	-,173*	-,211*
Sig. (2-tailed)	,025	,001	,000	,265	,000	,001	,049	,016
N	131	128	132	132	130	131	130	131

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

2.4.2.1 Vorhersage der Arbeitsunzufriedenheit

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,717 ^a	,514	,510	2,5275
2	,744 ^b	,553	,546	2,4332

a. Predictors: (Constant), ARBZ1

b. Predictors: (Constant), ARBZ1, WIRK1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,418	,780		4,382	,000
	ARBZ1	,697	,060	,717	11,630	,000
2	(Constant)	9,347	1,930		4,842	,000
	ARBZ1	,604	,064	,621	9,431	,000
	WIRK1	-,167	,050	-,220	-3,334	,001

a. Dependent Variable: ARBZ2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,674 ^a	,454	,450	2,7585
2	,707 ^b	,500	,492	2,6499

a. Predictors: (Constant), ARBZ1

b. Predictors: (Constant), ARBZ1, TEACH1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,533	,851		4,149	,000
	ARBZ1	,677	,065	,674	10,352	,000
2	(Constant)	11,629	2,496		4,660	,000
	ARBZ1	,549	,073	,547	7,525	,000
	TEACH1	-,224	,065	-,249	-3,434	,001

a. Dependent Variable: ARBZ3

2.4.2.2 Vorhersage der Arbeitsüberforderung

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,678 ^a	,459	,455	3,1065
2	,692 ^b	,478	,470	3,0626

a. Predictors: (Constant), UEBF1

b. Predictors: (Constant), UEBF1, WIRK1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	2,369	1,205		1,967	,051
	UEBF1	,818	,078	,678	10,465	,000
2	(Constant)	7,124	2,489		2,862	,005
	UEBF1	,753	,083	,623	9,095	,000
	WIRK1	-,132	,061	-,149	-2,174	,032

a. Dependent Variable: UEBF2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,638 ^a	,407	,403	3,2284
2	,660 ^b	,435	,427	3,1637

a. Predictors: (Constant), UEBF1

b. Predictors: (Constant), UEBF1, WIRK1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,016	1,252		2,409	,017
	UEBF1	,765	,081	,638	9,418	,000
2	(Constant)	8,702	2,571		3,384	,001
	UEBF1	,687	,085	,573	8,035	,000
	WIRK1	-,158	,063	-,179	-2,516	,013

a. Dependent Variable: UEBF3

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,689 ^a	,474	,470	3,0442
2	,708 ^b	,501	,493	2,9772

a. Predictors: (Constant), UEBF2

b. Predictors: (Constant), UEBF2, KSWE2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,559	,969		4,706	,000
	UEBF2	,674	,064	,689	10,617	,000
2	(Constant)	9,728	2,211		4,400	,000
	UEBF2	,615	,066	,628	9,296	,000
	KSWE2	-,120	,047	-,175	-2,587	,011

a. Dependent Variable: UEBF3

2.4.2.3 Vorhersage des Kontrolliertheitserlebens

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,502 ^a	,252	,246	1,4865

a. Predictors: (Constant), KONT1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,342	,391		5,993	,000
	KONT1	,483	,073	,502	6,593	,000

a. Dependent Variable: KONT2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,553 ^a	,306	,301	1,6214
2	,572 ^b	,327	,317	1,6028

a. Predictors: (Constant), KONT1

b. Predictors: (Constant), KONT1, WIRK1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,875	,426		4,400	,000
	KONT1	,603	,080	,553	7,548	,000
2	(Constant)	3,650	,982		3,719	,000
	KONT1	,588	,079	,540	7,416	,000
	WIRK1	-5,96E-02	,030	-,146	-2,002	,047

a. Dependent Variable: KONT3

2.4.3 Sagen Masse der subjektiven beruflichen Belastung das Ausmaß von Burnout zwei Jahre später voraus?

Correlations

		EE1	EE2	EE3	DP1	DP2	DP3	LA1	LA2	LA3
ARBZ1	Pearson Correlation	,612*	,471*	,446*	,527*	,444*	,423*	,491*	,350*	,358*
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000
	N	130	131	132	130	132	132	130	132	132
ARBZ2	Pearson Correlation	,539*	,659*	,567*	,495*	,539*	,528*	,422*	,536*	,521*
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000
	N	129	131	131	129	131	131	129	131	131
ARBZ3	Pearson Correlation	,552*	,596*	,683*	,455*	,488*	,580*	,459*	,448*	,579*
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000
	N	130	131	132	130	132	132	130	132	132
UEBF1	Pearson Correlation	,686*	,624*	,610*	,474*	,443*	,348*	,355*	,301*	,290*
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,001
	N	130	131	132	130	132	132	130	132	132
UEBF2	Pearson Correlation	,546*	,754*	,592*	,429*	,549*	,349*	,351*	,427*	,314*
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000
	N	130	131	132	130	132	132	130	132	132
UEBF3	Pearson Correlation	,498*	,647*	,803*	,315*	,456*	,463*	,282*	,444*	,465*
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,001	,000	,000
	N	130	131	132	130	132	132	130	132	132
KONT1	Pearson Correlation	,350*	,301*	,207*	,191*	,139	,087	,059	,179*	,097
	Sig. (2-tailed)	,000	,000	,017	,030	,112	,323	,504	,040	,266
	N	130	131	132	130	132	132	130	132	132
KONT2	Pearson Correlation	,287*	,318*	,258*	,177*	,261*	,180*	,093	,236*	,191*
	Sig. (2-tailed)	,001	,000	,003	,044	,003	,039	,294	,007	,028
	N	130	131	132	130	132	132	130	132	132
KONT3	Pearson Correlation	,271*	,274*	,373*	,168	,235*	,213*	,062	,293*	,301*
	Sig. (2-tailed)	,002	,002	,000	,055	,007	,014	,487	,001	,000
	N	130	131	132	130	132	132	130	132	132

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

2.4.3.1 Vorhersage der Emotionalen Erschöpfung

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,648 ^a	,420	,416	3,4397
2	,695 ^b	,483	,474	3,2625

a. Predictors: (Constant), EE1

b. Predictors: (Constant), EE1, UEBF1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,187	,735		13,859	,000
	EE1	,337	,035	,648	9,595	,000
2	(Constant)	5,922	1,298		4,562	,000
	EE1	,215	,046	,413	4,691	,000
	UEBF1	,440	,113	,343	3,895	,000

a. Dependent Variable: EE2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,573 ^a	,328	,323	3,8742
2	,649 ^b	,421	,412	3,6103

a. Predictors: (Constant), EE1

b. Predictors: (Constant), EE1, UEBF1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,565	,826		12,791	,000
	EE1	,311	,039	,573	7,905	,000
2	(Constant)	5,087	1,437		3,541	,001
	EE1	,155	,050	,285	3,071	,003
	UEBF1	,564	,125	,419	4,516	,000

a. Dependent Variable: EE3

2.4.3.2 Vorhersage der Depersonalisierung

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,587 ^a	,344	,339	1,7573
2	,617 ^b	,380	,371	1,7150

a. Predictors: (Constant), DP1

b. Predictors: (Constant), DP1, UEBF1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,034	,244		24,710	,000
	DP1	,297	,036	,587	8,198	,000
2	(Constant)	4,304	,679		6,335	,000
	DP1	,246	,040	,485	6,108	,000
	UEBF1	,133	,049	,216	2,719	,007

a. Dependent Variable: DP2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,553 ^a	,306	,301	1,9829
2	,576 ^b	,331	,321	1,9541

a. Predictors: (Constant), DP1

b. Predictors: (Constant), DP1, ARBZ1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,013	,276		21,823	,000
	DP1	,308	,041	,553	7,516	,000
2	(Constant)	4,807	,613		7,839	,000
	DP1	,253	,047	,455	5,328	,000
	ARBZ1	,120	,054	,187	2,193	,030

a. Dependent Variable: DP3

2.4.3.3 Vorhersage des Leistungsverlusts

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,555 ^a	,308	,303	2,7123
2	,579 ^b	,335	,325	2,6697

a. Predictors: (Constant), LA1

b. Predictors: (Constant), LA1, KONT1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	11,240	,524		21,471	,000
	LA1	,276	,037	,555	7,551	,000
2	(Constant)	9,789	,823		11,901	,000
	LA1	,271	,036	,545	7,524	,000
	KONT1	,300	,132	,164	2,264	,025

a. Dependent Variable: LA2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,534 ^a	,285	,279	2,8350

a. Predictors: (Constant), LA1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	11,058	,547		20,209	,000
	LA1	,273	,038	,534	7,140	,000

a. Dependent Variable: LA3

2.4.3.4 Die umgekehrte Vorhersagerichtung

2.4.3.4.1 Vorhersage der Arbeitsunzufriedenheit

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,728 ^a	,529	,526	2,4836
2	,740 ^b	,548	,540	2,4448

a. Predictors: (Constant), ARBZ1

b. Predictors: (Constant), ARBZ1, DP1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	3,373	,768		4,389	,000
	ARBZ1	,702	,059	,728	11,908	,000
2	(Constant)	3,682	,769		4,789	,000
	ARBZ1	,621	,068	,643	9,075	,000
	DP1	,134	,060	,159	2,244	,027

a. Dependent Variable: ARBZ2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,696 ^a	,484	,480	2,6524
2	,718 ^b	,516	,508	2,5803

a. Predictors: (Constant), ARBZ1

b. Predictors: (Constant), ARBZ1, EE1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,374	,821		4,111	,000
	ARBZ1	,687	,063	,696	10,917	,000
2	(Constant)	3,250	,800		4,065	,000
	ARBZ1	,552	,077	,558	7,125	,000
	EE1	9,492E-02	,033	,224	2,863	,005

a. Dependent Variable: ARBZ3

2.4.3.4.2 Vorhersage der Arbeitsüberforderung

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,692 ^a	,479	,475	3,0518

a. Predictors: (Constant), UEBF1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,108	1,196		1,763	,080
	UEBF1	,837	,077	,692	10,802	,000

a. Dependent Variable: UEBF2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,670 ^a	,449	,445	3,0995

a. Predictors: (Constant), UEBF1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,457	1,214		2,024	,045
	UEBF1	,800	,079	,670	10,171	,000

a. Dependent Variable: UEBF3

2.4.3.4.3 Vorhersage des Kontrolliertheitserlebens

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,514 ^a	,265	,259	1,4781

a. Predictors: (Constant), KONT1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,289	,392		5,835	,000
	KONT1	,497	,074	,514	6,761	,000

a. Dependent Variable: KONT2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,590 ^a	,348	,342	1,5633

a. Predictors: (Constant), KONT1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,680	,415		4,051	,000
	KONT1	,640	,078	,590	8,225	,000

a. Dependent Variable: KONT3

2.4.4 *Sagen die Selbstwirksamkeitserwartungen die Masse der Streßeinschätzungen das ein oder zwei Jahre später voraus?*

2.4.4.1 Vorhersage der Herausforderung

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,535 ^a	,286	,280	,8335
2	,612 ^b	,375	,365	,7830

a. Predictors: (Constant), CHAL1

b. Predictors: (Constant), CHAL1, WIRK1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,773	,425		8,870	,000
	CHAL1	,448	,063	,535	7,129	,000
2	(Constant)	2,638	,481		5,482	,000
	CHAL1	,322	,066	,384	4,868	,000
	WIRK1	6,925E-02	,016	,334	4,234	,000

a. Dependent Variable: CHAL2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,468 ^a	,219	,213	,8927
2	,605 ^b	,366	,356	,8072
3	,622 ^c	,387	,372	,7972

a. Predictors: (Constant), CHAL1

b. Predictors: (Constant), CHAL1, WIRK1

c. Predictors: (Constant), CHAL1, WIRK1, TEACH1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,087	,456		8,973	,000
	CHAL1	,402	,067	,468	5,985	,000
2	(Constant)	2,594	,495		5,241	,000
	CHAL1	,236	,068	,274	3,460	,001
	WIRK1	9,121E-02	,017	,430	5,437	,000
3	(Constant)	2,103	,545		3,862	,000
	CHAL1	,212	,068	,246	3,106	,002
	WIRK1	6,481E-02	,021	,306	3,087	,002
	TEACH1	4,825E-02	,024	,199	2,048	,043

a. Dependent Variable: CHAL3

2.4.4.2 Vorhersage der Bedrohung

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,658 ^a	,433	,429	1,4062

a. Predictors: (Constant), THRE1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,832	,365		5,023	,000
	THRE1	,631	,064	,658	9,933	,000

a. Dependent Variable: THRE2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,629 ^a	,396	,391	1,2663

a. Predictors: (Constant), THRE1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,119	,328		6,450	,000
	THRE1	,526	,057	,629	9,192	,000

a. Dependent Variable: THRE3

2.4.4.3 Vorhersage von Verlust

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,453 ^a	,205	,199	1,2282
2	,532 ^b	,283	,272	1,1710

a. Predictors: (Constant), LOSS1

b. Predictors: (Constant), LOSS1, WIRK1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,369	,296		7,999	,000
	LOSS1	,374	,065	,453	5,770	,000
2	(Constant)	5,116	,789		6,486	,000
	LOSS1	,298	,065	,361	4,588	,000
	WIRK1	-8,50E-02	,023	-,294	-3,730	,000

a. Dependent Variable: LOSS2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,298 ^a	,089	,082	1,2313
2	,385 ^b	,148	,135	1,1950

a. Predictors: (Constant), LOSS1

b. Predictors: (Constant), LOSS1, WIRK1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,908	,297		9,793	,000
	LOSS1	,230	,065	,298	3,547	,001
2	(Constant)	5,158	,805		6,407	,000
	LOSS1	,169	,066	,218	2,540	,012
	WIRK1	-6,96E-02	,023	-,257	-2,993	,003

a. Dependent Variable: LOSS3

2.4.4.4 Die umgekehrte Vorhersagerichtung

2.4.4.4.1 Vorhersage der Kollektiven Selbstwirksamkeit

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,237 ^a	,056	,049	5,8678

a. Predictors: (Constant), CHAL1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	27,563	2,994		9,206	,000
	CHAL1	1,219	,442	,237	2,758	,007

a. Dependent Variable: KSWE2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,779 ^a	,607	,604	3,6333

a. Predictors: (Constant), KSWE2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,893	1,947		4,566	,000
	KSWE2	,752	,054	,779	14,003	,000

a. Dependent Variable: KSWE3

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,779 ^a	,607	,604	3,6476

a. Predictors: (Constant), KSWE2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,890	1,955		4,546	,000
	KSWE2	,752	,054	,779	13,943	,000

a. Dependent Variable: KSWE3

2.4.4.4.2 Vorhersage der Allgemeinen Selbstwirksamkeit

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,761 ^a	,579	,575	2,6803

a. Predictors: (Constant), WIRK1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9,822	1,512		6,497	,000
	WIRK1	,684	,052	,761	13,159	,000

a. Dependent Variable: WIRK2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,683 ^a	,467	,463	3,0187
2	,699 ^b	,488	,480	2,9681

a. Predictors: (Constant), WIRK1

b. Predictors: (Constant), WIRK1, LOSS1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12,578	1,614		7,791	,000
	WIRK1	,593	,056	,683	10,626	,000
2	(Constant)	15,412	1,999		7,708	,000
	WIRK1	,551	,058	,635	9,543	,000
	LOSS1	-,384	,165	-,155	-2,331	,021

a. Dependent Variable: WIRK3

2.4.4.4.3 Vorhersage der Lehrer-Selbstwirksamkeit

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,684 ^a	,468	,464	2,8775
2	,709 ^b	,502	,495	2,7941

a. Predictors: (Constant), TEACH1

b. Predictors: (Constant), TEACH1, THRE1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,041	1,818		5,524	,000
	TEACH1	,656	,062	,684	10,613	,000
2	(Constant)	14,285	2,275		6,280	,000
	TEACH1	,585	,065	,610	9,056	,000
	THRE1	-,403	,136	-,199	-2,958	,004

a. Dependent Variable: TEACH2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,732 ^a	,536	,532	2,6104
2	,742 ^b	,550	,543	2,5813

a. Predictors: (Constant), TEACH1

b. Predictors: (Constant), TEACH1, THRE1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9,617	1,610		5,973	,000
	TEACH1	,670	,055	,732	12,209	,000
2	(Constant)	12,133	2,037		5,958	,000
	TEACH1	,629	,058	,688	10,848	,000
	THRE1	-,247	,125	-,126	-1,981	,050

a. Dependent Variable: TEACH3

2.4.5 Sagen Masse der Stresseinschätzungen das Ausmass von Burnout zwei Jahre später voraus?

Correlations

	CHAL1	CHAL2	CHAL3	THRE1	THRE2	THRE3	LOSS1	LOSS2	LOSS3
EE1									
Pearson Correlation	-,359**	-,539**	-,423**	,628**	,545**	,431**	,518**	,423**	,353**
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000
N	130	128	129	130	130	130	130	130	130
EE2									
Pearson Correlation	-,371**	-,540**	-,397**	,525**	,687**	,447**	,392**	,633**	,466**
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000
N	131	130	130	131	131	131	131	131	131
EE3									
Pearson Correlation	-,314**	-,471**	-,482**	,496**	,557**	,625**	,312**	,532**	,658**
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000
N	132	130	131	132	132	132	132	132	132
DP1									
Pearson Correlation	-,342**	-,428**	-,442**	,431**	,445**	,346**	,382**	,368**	,333**
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000
N	130	128	129	130	130	130	130	130	130
DP2									
Pearson Correlation	-,293**	-,488**	-,491**	,388**	,535**	,462**	,307**	,512**	,402**
Sig. (2-tailed)	,001	,000	,000	,000	,000	,000	,000	,000	,000
N	132	130	131	132	132	132	132	132	132
DP3									
Pearson Correlation	-,323**	-,469**	-,527**	,243**	,291**	,411**	,145	,344**	,444**
Sig. (2-tailed)	,000	,000	,000	,005	,001	,000	,097	,000	,000
N	132	130	131	132	132	132	132	132	132
LA1									
Pearson Correlation	-,425**	-,406**	-,445**	,356**	,301**	,297**	,374**	,275**	,265**
Sig. (2-tailed)	,000	,000	,000	,000	,000	,001	,000	,002	,002
N	130	129	130	130	130	130	130	130	130
LA2									
Pearson Correlation	-,435**	-,594**	-,599**	,425**	,457**	,442**	,308**	,466**	,394**
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000
N	132	130	131	132	132	132	132	132	132
LA3									
Pearson Correlation	-,432**	-,551**	-,642**	,379**	,319**	,500**	,283**	,303**	,504**
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,001	,000	,000
N	132	130	131	132	132	132	132	132	132

** Correlation is significant at the 0.01 level (2-tailed).

2.4.5.1 Vorhersage der Emotionalen Erschöpfung

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,573 ^a	,328	,323	3,8742
2	,601 ^b	,361	,351	3,7928

a. Predictors: (Constant), EE1

b. Predictors: (Constant), EE1, THRE1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,565	,826		12,791	,000
	EE1	,311	,039	,573	7,905	,000
2	(Constant)	9,042	1,004		9,006	,000
	EE1	,232	,050	,426	4,676	,000
	THRE1	,564	,220	,233	2,559	,012

a. Dependent Variable: EE3

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,648 ^a	,420	,416	3,4397
2	,666 ^b	,444	,435	3,3822

a. Predictors: (Constant), EE1

b. Predictors: (Constant), EE1, THRE1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,187	,735		13,859	,000
	EE1	,337	,035	,648	9,595	,000
2	(Constant)	8,960	,896		9,996	,000
	EE1	,271	,045	,520	6,007	,000
	THRE1	,462	,200	,200	2,315	,022

a. Dependent Variable: EE2

2.4.5.2 Vorhersage der Depersonalisierung

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,587 ^a	,344	,339	1,7573
2	,607 ^b	,369	,359	1,7307

a. Predictors: (Constant), DP1

b. Predictors: (Constant), DP1, THRE1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,034	,244		24,710	,000
	DP1	,297	,036	,587	8,198	,000
2	(Constant)	5,188	,449		11,555	,000
	DP1	,259	,040	,512	6,547	,000
	THRE1	,193	,087	,174	2,231	,027

a. Dependent Variable: DP2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,553 ^a	,306	,301	1,9829

a. Predictors: (Constant), DP1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,013	,276		21,823	,000
	DP1	,308	,041	,553	7,516	,000

a. Dependent Variable: DP3

2.4.5.3 Vorhersage des Leistungsverlusts

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,555 ^a	,308	,303	2,7123
2	,610 ^b	,372	,362	2,5951
3	,627 ^c	,393	,378	2,5614

a. Predictors: (Constant), LA1

b. Predictors: (Constant), LA1, THRE1

c. Predictors: (Constant), LA1, THRE1, CHAL1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11,240	,524		21,471	,000
	LA1	,276	,037	,555	7,551	,000
2	(Constant)	9,418	,714		13,191	,000
	LA1	,228	,037	,459	6,098	,000
	THRE1	,450	,126	,270	3,581	,000
3	(Constant)	13,543	2,095		6,465	,000
	LA1	,203	,039	,408	5,223	,000
	THRE1	,342	,134	,205	2,548	,012
	CHAL1	-,482	,231	-,174	-2,091	,039

a. Dependent Variable: LA2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,534 ^a	,285	,279	2,8350
2	,585 ^b	,342	,332	2,7295

a. Predictors: (Constant), LA1

b. Predictors: (Constant), LA1, CHAL1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11,058	,547		20,209	,000
	LA1	,273	,038	,534	7,140	,000
2	(Constant)	16,837	1,814		9,281	,000
	LA1	,215	,041	,421	5,299	,000
	CHAL1	-,756	,227	-,265	-3,329	,001

a. Dependent Variable: LA3

2.4.5.4 Die umgekehrte Vorhersagerichtung

2.4.5.4.1 Vorhersage der Herausforderung

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,535 ^a	,287	,281	,8311
2	,650 ^b	,423	,414	,7504

a. Predictors: (Constant), CHAL1

b. Predictors: (Constant), CHAL1, EE1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,778	,424		8,908	,000
	CHAL1	,445	,063	,535	7,115	,000
2	(Constant)	5,432	,489		11,106	,000
	CHAL1	,326	,061	,391	5,367	,000
	EE1	-4,48E-02	,008	-,396	-5,436	,000

a. Dependent Variable: CHAL2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,468 ^a	,219	,213	,8909
2	,556 ^b	,309	,298	,8412
3	,577 ^c	,333	,317	,8300

a. Predictors: (Constant), CHAL1

b. Predictors: (Constant), CHAL1, DP1

c. Predictors: (Constant), CHAL1, DP1, LA1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,092	,455		9,002	,000
	CHAL1	,400	,067	,468	5,965	,000
2	(Constant)	5,108	,497		10,278	,000
	CHAL1	,307	,067	,359	4,555	,000
	DP1	-7,51E-02	,019	-,320	-4,056	,000
3	(Constant)	5,693	,564		10,099	,000
	CHAL1	,261	,070	,305	3,726	,000
	DP1	-5,75E-02	,020	-,245	-2,868	,005
	LA1	-2,88E-02	,014	-,187	-2,104	,037

a. Dependent Variable: CHAL3

2.4.5.4.2 Vorhersage der Bedrohung

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,659 ^a	,435	,430	1,4139
2	,684 ^b	,468	,459	1,3775

a. Predictors: (Constant), THRE1

b. Predictors: (Constant), THRE1, DP1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,820	,367		4,955	,000
	THRE1	,632	,064	,659	9,879	,000
2	(Constant)	1,806	,358		5,049	,000
	THRE1	,549	,069	,572	7,945	,000
	DP1	8,819E-02	,032	,201	2,793	,006

a. Dependent Variable: THRE2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,649 ^a	,421	,417	1,2185

a. Predictors: (Constant), THRE1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,067	,316		6,533	,000
	THRE1	,530	,055	,649	9,616	,000

a. Dependent Variable: THRE3

2.4.5.4.3 Vorhersage von Verlust

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,460 ^a	,212	,206	1,2276
2	,510 ^b	,260	,248	1,1942

a. Predictors: (Constant), LOSS1

b. Predictors: (Constant), LOSS1, EE1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,349	,296		7,923	,000
	LOSS1	,380	,065	,460	5,841	,000
2	(Constant)	2,037	,308		6,610	,000
	LOSS1	,270	,074	,326	3,638	,000
	EE1	4,070E-02	,014	,257	2,863	,005

a. Dependent Variable: LOSS2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,318 ^a	,101	,094	1,1170
2	,435 ^b	,189	,176	1,0652

a. Predictors: (Constant), LOSS1

b. Predictors: (Constant), LOSS1, DP1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,898	,270		10,745	,000
	LOSS1	,224	,059	,318	3,784	,000
2	(Constant)	2,806	,258		10,857	,000
	LOSS1	,137	,061	,194	2,235	,027
	DP1	8,817E-02	,024	,321	3,693	,000

a. Dependent Variable: LOSS3

2.4.6 Prädiktoren für Burnout

Prädiktoren, Varianzaufklärung und Signifikanzniveau der Vorhersage der Burnoutdimensionen zum dritten Meßzeitpunkt aus den Variablen ein Jahre zuvor

Kriterium	Prädiktoren	%	R^2	b	p
Emotionale Erschöpfung T3	Berufserfahrung	8	.08	.04	<.19
	Geschlecht			-.11	<.10
	Standort			.03	<.69
	Emotionale Erschöpfung T2	45	.53	.58	<.01
	Verlusteinschätzung	2	.55	.17	<.04
Depersonalisierung T3	Berufserfahrung	11	.11	.02	<.79
	Geschlecht			-.13	<.06
	Standort			.03	<.67
	Depersonalisierung T2	35	.46	.53	<.01
	Kollektive Selbstwirksamkeit	7	.53	-.29	<.01
Leistungsverlust T3	Berufserfahrung	3	.03	.03	<.67
	Geschlecht			-.06	<.31
	Standort			-.09	<.18
	Leistungsverlust T2	53	.56	.66	<.01
	Kollektive Selbstwirksamkeit	3	.59	-.21	<.01

Anmerkung. In der dritten Spalte ist der Anstieg in der Varianzaufklärung in % angegeben, T2 und T3 bezeichnen den zweiten und dritten Meßzeitpunkt

2.4.6.1 Unterschiedliche Prädiktoren in bestimmten Subgruppen

Tabellen 15 bis 17 siehe nächste Seite

2.4.7 Modelle zur Entwicklung des Burnout

Ausgewählte Fitstatistiken für das LISREL-Modell:

CHI-SQUARE WITH 12 DEGREES OF FREEDOM = 9.19 (P = 0.69)

ROOT MEAN SQUARE RESIDUAL (RMR) = 0.041

ROOT MEAN SQUARE ERROR OF APPROXIMATION (RMSEA) = 0.0

GOODNESS OF FIT INDEX (GFI) = 0.99

ADJUSTED GOODNESS OF FIT INDEX (AGFI) = 0.98

Prädiktoren, Varianzaufklärung, Regressionsgewichte und Signifikanzen der Vorhersage der drei Burnoutdimensionen zum zweiten Meßzeitpunkt aus allen Variablen zum ersten Meßzeitpunkt, getrennt für Männer und Frauen.

Kriterium	männlich	%	R^2	β	p	weiblich	%	R^2
Emotionale Erschöpfung T2	Berufserfahrung	3	.03	.02	<.86	Berufserfahrung	4	.04
	Standort			.09	<.28	Standort		<.17
	Arbeitsüberforderung	56	.59	.45	<.01	Emotionale Erschöpfung T1	36	.40
	Emotionale Erschöpfung T1	10	.69	.44	<.01	Idealismus	3	.43
Depersonalisierung T2	Berufserfahrung	1	.01	-.02	<.86	Berufserfahrung		.00
	Standort			-.20	<.04	Standort		<.47
	Lehrer-Selbstwirksamkeit	51	.52	-.59	<.01	Arbeitsunzufriedenheit	26	.26
	Arbeitsüberforderung	11	.63	.39	<.01	Depersonalisierung T1	6	.32
Leistungsverlust T2	Berufserfahrung	3	.03	-.03	<.75	Berufserfahrung	5	.05
	Standort			-.18	<.07	ostwest		<.55
	Lehrer-Selbstwirksamkeit	49	.52	-.49	<.01	Allgemeine Selbstwirksamkeit	40	.45
	Allgemeine Selbstwirksamkeit	11	.63	-.43	<.01	Idealismus	3	.48

Anmerkung. In der dritten Spalte ist der Anstieg in der Varianzaufklärung in % angegeben, T1 und T2 bezeichnen den ersten und zweiten

Prädiktoren, Varianzaufklärung, Regressionsgewichte und Signifikanzen der Vorhersage der drei Burnoutdimensionen zum dritten Messzeitpunkt aus allen Variablen zum ersten Messzeitpunkt, getrennt für Männer und Frauen.

Kriterium	männlich	weiblich	β	p	% R^2	% R^2
Emotionale Erschöpfung T3	Berufserfahrung	Berufserfahrung	.14	<.14	9	1
	Standort	Standort	.14	<.15		
	Arbeitsüberforderung	Arbeitsüberforderung	.48	<.01	45	33
Depersonalisierung T3	Bedrohung	Emotionale Erschöpfung T1	.31	<.01	5	5
	Berufserfahrung	Berufserfahrung	-.01	<.93	3	1
	Standort	Standort	.04	<.68		
Leistungsverlust T3	Depersonalisierung T1	Depersonalisierung T1	.48	<.01	39	20
	Herausforderung	Lehrer-Selbstwirksamkeit	.36	<.01	11	7
	Berufserfahrung	Berufserfahrung	.20	<.03	3	5
	Standort	Standort	-.22	<.03		
	Lehrer-Selbstwirksamkeit	Allgemeine Selbstwirksamkeit	-.85	<.01	60	39
		Leistungsverlust T1				3
						.47

Anmerkung: In der dritten Spalte ist der Anstieg in der Varianzaufklärung in % angegeben, T1 und T3 bezeichnen den ersten und dritten

Prädiktoren, Varianzaufklärung, Regressionsgewichte und Signifikanzen der Vorhersage der drei Burnoutdimensionen zum dritten Meßzeitpunkt aus allen Variablen zum zweiten Meßzeitpunkt, getrennt für Männer und Frauen.

Kriterium	männlich	weiblich	β	p	% R^2	% R^2
Emotionale Erschöpfung T3	Berufserfahrung	Berufserfahrung	.12	<.16	12	5
	Standort	Standort	.12	<.17		
	Emotionale Erschöpfung T2	Emotionale Erschöpfung T2	.77	<.01	55	39
Depersonalisierung T3	Berufserfahrung	Berufserfahrung	-.07	<.52	5	3
	Standort	Standort	.13	<.24		
	Depersonalisierung T2	Depersonalisierung T2	.68	<.01	46	33
		Kollektive Selbstwirksamkeit				13
Leistungsverlust T3	Berufserfahrung	Berufserfahrung	.20	<.04	3	1
	Standort	Standort	-.02	<.83		
	Lehrer-Selbstwirksamkeit	Leistungsverlust T2	-.47	<.01	55	56
	Leistungsverlust T2		.39	<.01	6	57

Anmerkung. In der dritten Spalte ist der Anstieg in der Varianzaufklärung in % angegeben, T1 und T2 bezeichnen den ersten und zweiten

2.5 Abkürzungen /Variablennamen

– arbz	Arbeitsunzufriedenheit
– dp	Depersonalisierung
– ee	Emotionale Erschöpfung
– kont	Kontrolliertheitserleben
– kswe	Kollektive Selbstwirksamkeitserwartung
– la	Leistungsverlust
– LS	Längsschnitt
– pro	Proaktive Einstellung
– QS	Querschnitt
– T1	erster Meßzeitpunkt
– T2	zweiter Meßzeitpunkt
– T3	dritter Meßzeitpunkt
– teach	Lehrer–Selbstwirksamkeitserwartung
– uebf	Arbeitsüberforderung
– Welle 1	erster Meßzeitpunkt
– Welle 2	zweiter Meßzeitpunkt
– Welle 3	dritter Meßzeitpunkt
– wirk	Allgemeine Selbstwirksamkeitserwartung