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Know Your Truth In Real-Time

Psychological Variables

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Key Findings

- This brief examines workers' psychological outcomes and their implications in relation to general health and turnover intention.
- In both Vietnam and Indonesia, Better Work employees were found to fare better than their counterparts in terms of work-life balance and cognitive load at baseline.
- In Vietnam, there is no change in measures of workplace empowerment over time, and we see unfavorable changes in measures of resilience and locus of control at endline. Better Work in Indonesia seemed to have no effect on workplace empowerment, resilience, locus of control, and mindset measures.
- In Vietnam, Better Work employees maintained most advantages in positive emotions towards their jobs. We conclude that Better Work does not seem to have any effects on the prevalence of negative emotions over time in Vietnam.
- In Indonesia, both Better Work and non-Better Work workers felt greater life satisfaction and were more likely to enjoy every part of their life equally well over time.

Psychological outcomes are important measures of the mental wellbeing of workers, but they also help us understand other variables of interest such as general health and turnover intention. Many psychological outcomes are captured in multiple questions asked to workers. In this section, in addition to providing specific variable definitions, definitions of psychological outcomes are given along with some implications for those outcomes. The outcomes discussed are: work-life balance, cognitive load, empowerment: self-efficacy and locus of control, fixed/growth mindset, and other negative emotions surrounding work.

Summary statistics for Vietnam and Indonesia at baseline are shown in Tables 45 and 46 below. In Vietnam, Better Work and non-Better Work employees had very different psychological outcomes from one another. Better Work employees fared much better than their counterparts in relation to work-life balance and cognitive load. Better Work employees were more likely to enjoy every part of their life equally well, less likely to believe the amount of time their job takes up makes it difficult to fulfill family and social responsibilities, less likely to believe the things that they want to do at home don't get done because of their demanding job, and less likely to be worried about finishing everything they have to do.

Baseline differences between groups in relation to resilience and locus of control were mixed, although largely favorable towards Better Work. Better Work employees tended to bounce back slower from hard times and have a harder time managing challenges, but also tended to have an easier time making it through stressful events and getting over setbacks in life. Better Work employees tended to believe that they had more control over the important things in life than their non-Better Work counterparts.

Finally, Vietnam Better Work employees at baseline tended to feel significantly fewer negative emotions than their counterparts. They reported lower frequencies of feeling unimportant or unappreciated, embarrassed, fatigued, frustrated, and sad or depressed.

There were similar trends at baseline in Indonesia. Better Work employees tended to have better outcomes in relation to work-life balance and cognitive load. They were less likely to believe that their jobs made it difficult to fulfill family and social responsibilities, less likely to believe that things they want to do at home don't get done because of their demanding jobs, and more likely to believe they have gotten the important things in life. They also tended to have a lighter workload and be less worried about finishing everything they have to do.

There were also favorable differences in relation to resilience and locus of control. Better Work employees took less time getting over setbacks, were more likely to have an internal locus of control, and were better able to manage challenges in life. Better Work employees also seemed to have more of a fixed mindset than their counterparts.

Finally, Better Work employees in Indonesia experienced fewer negative emotions at baseline. They were less likely to report feeling unappreciated or unimportant, embarrassed, or frustrated by their job.

Variable Definitions:

Work-Life Balance and Cognitive Load

Work-Life Balance simply measures the worker's perceived ability to handle both their home and work life. This can have implications for a worker's emotional exhaustion and their likeliness of quitting if there is too great an imbalance.

- *Life_Enjoy*: Nowadays, I seem to enjoy every part of my life equally well (agreescale)
- *Job_Family_Responsibility*: The amount of time my job takes up makes it difficult to fulfill family / social responsibilities (agreescale)
- *Home_Responsibility*: Things I want to do at home do not get done because of the demands my job puts on me (agreescale)
- *Life_Satisfaction*: I am satisfied with my life (1-Completely satisfied to 5- Completely unsatisfied)

Cognitive Load is the level of mental effort expended by a person, with high cognitive load often resulting from task demands or time pressure (see, e.g., Blessum, Lord, and Sia 1998). It can have implications for information processing and overall mental health of workers.

- *Important_Things*: So far, I have gotten the important things I want in life (agreescale)
- *Workload*: How heavy was your workload during the last month? (1-Often not enough to keep me busy, 2-Sometimes not enough, 3-Just the right amount, 4-Sometimes too much, 5-Entirely too much for me to handle)
- *Worry*: I often worry about finishing everything I have to do (agreescale)

Empowerment: Generalized Self-Efficacy and Locus of Control

Empowerment can be measured in a number of ways. It can first be measured as a management practice in which decision-making authority is "pushed" from higher levels of an organization to lower levels by increasing the availability of resources and information to the lower levels (Solansky, 2014). This metric is analyzed in the section regarding worker-management relations.

There are also individual empowerment outcomes that revolve around confidence, perceptions of ability (also known as self-efficacy), and a freedom to express thoughts.

Generalized self-efficacy is “one’s estimate of one’s fundamental ability to cope, perform, and be successful.” (Judge and Bono, 2001).

- *Job_Confident*: I am confident in my ability to do my job. (agreescale)
- *Mastered_Skills*: I have mastered the skills necessary for my job (agreescale)
- *Conflict_Resolve*: I am confident that I can effectively resolve conflicts at work (agreescale)
- *Express_Thoughts*: I can express my thoughts and opinions at work (agreescale)
- *Bounce_Back*: I tend to bounce back quickly after hard times. (agreescale)
- *Stressful_Events*: I have a hard time making it through stressful events (agreescale)
- *Setbacks*: I tend to take a long time to get over setbacks in my life (agreescale)
- *Manage_Challenges*: I am able to successfully manage the challenges in my life (agreescale)

Related to self-efficacy, we study whether workers have an **internal or external locus of control**. People with an internal locus of control largely believe that they determine the events in their lives compared to people with an external locus of control who believe outside forces are largely responsible for their lives (Ajzen, 2006).

- *Change_Behavior*: I can change my life by changing my behavior (agreescale)
- *Control*: In the last month, how often have you felt that you were unable to control the important things in your life? (commonscales)

Fixed/Growth Mindset

A **growth mindset** is a framework for interpreting and responding to the events that individuals experience (Dweck and Leggett, 1988). Those with growth mindsets are more likely to view poor performance as indicating the need for more effort and an improved strategy, rather than indicating a hopeless venture. Those with growth mindsets about their job skills retain the hope that with future attempts, they will be more successful, whereas those without growth mindsets may give up easily because they believe they are destined to fail (Vandewalle 2012). Thus, a growth mindset is strongly linked to self-efficacy.

- *Intelligence*: You can learn new things, but you can't really change your basic intelligence (agreescale)
- *Develop_Ability*: You can always greatly develop your ability (agreescale)

Negative Emotions

Negative emotions capture a number of concepts such as depression and overall mental health. Many of these variables are also measures of **Emotional Exhaustion** which refers to feelings of overstrain, tiredness, or fatigue resulting from emotionally overtaxing work, which in this case is due to feelings of low status in the workplace (Maslach & Jackson 1981). This fatigue can lead to turnover intention because emotion increases physiological arousal, which may lead individuals to withdraw from or eventually quit the emotionally exhausting work in a phenomenon known as burnout (Grandey 2000).

- *Unappreciated*: How often do you feel unimportant or unappreciated in the factory? (commonscales)
- *Embarrassed*: How often do you feel embarrassed or humiliated at work? (commonscales)
- *Fatigue*: I feel fatigued when I get up in the morning and have to face another day on the job (frequencyscales)
- *Frustrated*: I feel frustrated by my job (frequencyscales)
- *Sad*: How often do you feel sad or depressed? (commonscales)

Table 45 Vietnam Baseline Psychological Outcomes Summary Statistics

VARIABLES	Better Work Factories					Non-Better Work Factories					Mean Difference
	N	mean	sd	min	max	N	mean	sd	min	max	
Work-Life Balance and Cognitive Load											
Life_Enjoy	670	3.678	0.806	1	5	651	3.558	0.961	1	5	0.12**
Job_Family_Responsibility	679	2.711	1.044	1	5	650	2.983	1.114	1	5	-0.272***
Home_Responsibility	679	2.636	1.018	1	5	648	2.887	1.121	1	5	-0.251***
Important_Things	670	3.436	0.962	1	5	647	3.501	0.972	1	5	-0.065
Workload	682	3.120	0.550	1	5	650	3.131	0.558	1	5	-0.011
Worry	681	2.963	1.093	1	5	652	3.086	1.093	1	5	-0.123**
Empowerment											
Job_Confident	681	4.059	0.478	2	5	653	4.092	0.499	2	5	-0.033
Mastered_Skills	682	4.070	0.451	2	5	652	4.072	0.479	2	5	-0.002
Conflict_Resolve	674	3.911	0.583	1	5	644	3.891	0.646	2	5	0.02
Express_Thoughts	671	3.970	0.588	1	5	652	3.933	0.666	1	5	0.037
Resilience and Locus of Control											
Bounce_Back	677	3.910	0.610	1	5	646	3.966	0.606	1	5	-0.056*
Stressful_Events	675	3.065	1.081	1	5	648	3.255	1.051	1	5	-0.19***
Setbacks	673	2.860	1.081	1	5	643	3.016	1.106	1	5	-0.156***
Change_Behavior	658	3.543	0.918	1	5	643	3.537	0.957	1	5	0.006
Manage_Challenges	672	3.917	0.605	1	5	646	3.972	0.609	1	5	-0.055*
Control	672	1.481	0.797	1	5	643	1.619	0.908	1	5	-0.138***
Fixed/Growth Mindset											
Intelligence	648	2.630	1.005	1	5	625	2.706	1.073	1	5	-0.076
Develop_Ability	664	3.875	0.605	1	5	639	3.826	0.749	1	5	0.049
Negative Emotions											
Unappreciated	666	1.441	0.821	1	5	643	1.524	0.924	1	5	-0.083*
Embarrassed	678	1.298	0.672	1	5	651	1.363	0.751	1	5	-0.065*
Fatigue	681	2.291	1.633	1	7	652	2.712	1.860	1	7	-0.421***
Frustrated	682	1.981	1.443	1	7	653	2.251	1.565	1	7	-0.27***
Sad	680	1.893	0.993	1	5	651	2.097	1.011	1	5	-0.204***

*** p<0.01, ** p<0.05, * p<0.1

Table 46 Indonesia Baseline Psychological Outcomes Summary Statistics

VARIABLES	Better Work Factories					Non-Better Work Factories					Mean Difference
	N	mean	sd	min	max	N	mean	sd	min	max	
Work-Life Balance and Cognitive Load											
Life_Enjoy	203	3.975	0.648	2	5	202	3.950	0.580	2	5	0.025
Job_Family_Responsibility	203	2.700	0.935	1	5	202	2.995	0.975	1	5	-0.295***
Home_Responsibility	203	2.695	0.967	1	5	204	2.897	0.954	1	5	-0.202**
Life_Satisfaction	204	3.892	0.887	2	5	204	3.789	0.788	1	5	0.103
Important_Things	205	3.527	0.751	1	5	202	3.292	0.834	1	5	0.235***
Workload	205	2.132	1.092	1	5	202	2.569	1.026	1	5	-0.437***
Worry	203	2.586	0.910	1	5	204	2.961	0.812	1	4	-0.375***
Empowerment											
Job_Confident	204	4.088	0.554	2	5	203	4.059	0.602	1	5	0.029
Mastered_Skills	204	4.074	0.570	2	5	202	3.995	0.611	1	5	0.079
Conflict_Resolve	198	3.742	0.675	1	5	188	3.670	0.660	2	5	0.072
Express_Thoughts	199	3.683	0.655	1	5	191	3.644	0.703	1	5	0.039
Resilience and Locus of Control											
Bounce_Back	204	3.819	0.689	1	5	204	3.809	0.693	2	5	0.01
Stressful_Events	198	2.859	1.033	1	5	201	3.005	0.914	1	5	-0.146
Setbacks	201	2.746	1.000	1	5	198	2.970	0.901	1	5	-0.224**
Change_Behavior	203	3.936	0.739	1	5	204	3.681	0.855	1	5	0.255***
Manage_Challenges	202	3.861	0.670	1	5	202	3.802	0.647	2	5	0.059*
Control	203	1.793	0.937	1	5	201	1.950	0.887	1	5	-0.157
Fixed/Growth Mindset											
Intelligence	198	2.980	0.945	1	5	202	2.599	0.899	1	5	0.381***
Develop_Ability	203	3.808	0.688	1	5	201	3.706	0.677	1	5	0.102
Negative Emotions											
Unappreciated	195	1.569	0.913	1	5	192	1.792	0.909	1	5	-0.223**
Embarrassed	199	1.302	0.724	1	5	199	1.457	0.730	1	5	-0.155**
Fatigue	202	2.223	1.437	1	7	202	2.421	1.149	1	7	-0.198
Frustrated	201	1.657	1.156	1	6	196	2.061	1.288	1	7	-0.404***
Sad	203	1.695	0.898	1	4	204	1.721	0.810	1	5	-0.026

*** p<0.01, ** p<0.05, * p<0.1

Regression Results

Significant results for Vietnam psychological outcomes are shown in tables 47-50. Of the significant coefficients we saw in Table 45, *Worry*, *Bounce_Back*, *Setbacks*, *Manage_Challenges*, *Unappreciated*, and *Embarrassed* seem to lose their significance when demographic controls are added.

There are largely positive effects for the variables that measure work-life balance and cognitive load over time. Better Work employees seem to maintain their advantages in relation to *Job_Family_Responsibility* and *Home_Responsibility*, but we see no change in either of these variables over time. Table 47 shows that at endline, all workers are more likely to enjoy every part of their life equally well, but more likely to be satisfied with their lives in general. Table 48 shows that over time, workers increasingly believe they have achieved their priorities and have a lighter workload, but also worry about future tasks. Most measures of work-life balance and cognitive load do not change over time.

There is no change in measures of workplace empowerment over time, and we see unfavorable changes in measures of resilience and locus of control. At endline, workers are slower to bounce back after hard times, have a harder time making it through stressful events, tend to take longer getting over setbacks in life, and are less successful at managing the challenges in their lives. Better Work appears to help workers counteract negative effects for *Manage_Challenges*, as shown in columns 7 and 8. In addition, workers appear to shift to a more external locus of control and have more of a fixed mindset over time as shown in columns 5 and 6 of Table 49 and columns 3 and 4 of Table 50. It is unclear why workers are less resilient, feel less control over their lives, and are less likely to have growth mindsets at endline.

When it comes to negative emotions, most variables are unchanged over time. At baseline, Better Work employees tend to be less fatigued and frustrated by their jobs and less sad or depressed in general. Better Work workers seem to maintain most of these advantages except for in the case of *Sad*, where we see convergence of non-Better Work to the more favorable Better Work levels over time. Better Work does not seem to have any effects on the prevalence of negative emotions over time.

Table 47 Vietnam Psychological Outcomes Regression Results (1)

VARIABLES	(1) <i>Life_Enjoy</i>	(2) <i>Life_Enjoy</i>	(3) <i>Job_Family_Responsibility</i>	(4) <i>Job_Family_Responsibility</i>	(5) <i>Home_Responsibility</i>	(6) <i>Home_Responsibility</i>
<i>bw_factory</i>	0.125** (0.0572)	-	-0.260*** (0.100)	-	-0.247** (0.109)	-
<i>endline</i>	0.131** (0.0531)	0.0586 (0.0682)	0.0612 (0.0599)	0.0952 (0.0709)	-0.0254 (0.0618)	-0.00375 (0.0769)
<i>bw_endline</i>	-0.0538 (0.0786)	-0.0350 (0.0793)	0.139 (0.0895)	0.144 (0.0927)	0.0557 (0.0907)	0.0695 (0.0953)
Constant	3.054*** (0.341)	1.952** (0.854)	2.578*** (0.381)	2.584*** (0.900)	2.169*** (0.387)	1.843** (0.914)
Worker Time Effects	RE	FE	RE	FE	RE	FE
Observations	2,529	2,529	2,536	2,536	2,535	2,535
R-squared		0.034		0.038		0.029
Number of uniqueID	1,334	1,334	1,334	1,334	1,334	1,334

Robust standard errors in parentheses

*** p<0.01, ** p<0.05, * p<0.1

Table 48 Vietnam Psychological Outcomes Regression Results (2)

VARIABLES	(1) <i>Important_ Things</i>	(2) <i>Important_ Things</i>	(3) <i>Workload</i>	(4) <i>Workload</i>	(5) <i>Worry</i>	(6) <i>Worry</i>	(7) <i>Bounce_Back</i>	(8) <i>Bounce_Back</i>
<i>bw_factory</i>	-0.0508 (0.0784)	-	-0.0178 (0.0395)	-	-0.108 (0.0821)	-	-0.0525 (0.0365)	-
<i>endline</i>	0.225*** (0.0504)	0.242*** (0.0606)	-0.0956** (0.0429)	-0.115* (0.0640)	0.197*** (0.0583)	0.198*** (0.0747)	-0.155*** (0.0516)	-0.143** (0.0653)
<i>bw_endline</i>	0.0482 (0.0796)	0.0174 (0.0797)	0.0522 (0.0637)	0.0490 (0.0648)	-0.0295 (0.0813)	-0.0270 (0.0803)	0.0718 (0.0639)	0.0708 (0.0637)
Constant	2.889*** (0.460)	3.435*** (0.650)	3.178*** (0.149)	2.147** (0.947)	2.844*** (0.332)	2.194** (0.847)	3.722*** (0.288)	4.116*** (0.800)
Worker Time Effects	RE	FE	RE	FE	RE	FE	RE	FE
Observations	2,517	2,517	2,529	2,529	2,538	2,538	2,521	2,521
R-squared		0.070		0.028		0.035		0.029
Number of uniqueID	1,333	1,333	1,334	1,334	1,334	1,334	1,331	1,331

Robust standard errors in parentheses

*** p<0.01, ** p<0.05, * p<0.1

Table 49 Vietnam Psychological Outcomes Regression Results (3)

VARIABLES	(1) <i>Stressful_ Events</i>	(2) <i>Stressful_ Events</i>	(3) <i>Setbacks</i>	(4) <i>Setbacks</i>	(5) <i>Change_ Behavior</i>	(6) <i>Change_ Behavior</i>	(7) <i>Manage_ Challenges</i>	(8) <i>Manage_ Challenges</i>
<i>bw_factory</i>	-0.176* (0.102)	-	-0.120 (0.0933)	-	0.0140 (0.0672)	-	-0.0593 (0.0369)	-
<i>endline</i>	0.160** (0.0713)	0.187** (0.0820)	0.199*** (0.0675)	0.250*** (0.0907)	-0.238*** (0.0597)	-0.273*** (0.0688)	-0.107*** (0.0373)	-0.0769 (0.0530)
<i>bw_endline</i>	0.109 (0.114)	0.0863 (0.115)	-0.0264 (0.112)	-0.0296 (0.115)	0.0593 (0.0804)	0.0464 (0.0832)	0.112** (0.0514)	0.0929* (0.0489)
Constant	3.283*** (0.412)	4.056*** (0.725)	2.742*** (0.638)	4.081*** (1.118)	4.075*** (0.411)	3.553*** (1.088)	3.925*** (0.332)	4.133*** (0.810)
Worker Time Effects	RE	FE	RE	FE	RE	FE	RE	FE
Observations	2,523	2,523	2,506	2,506	2,496	2,496	2,521	2,521
R-squared		0.052		0.033		0.040		0.023
Number of uniqueID	1,332	1,332	1,331	1,331	1,331	1,331	1,331	1,331

Robust standard errors in parentheses

*** p<0.01, ** p<0.05, * p<0.1

Table 50 Vietnam Psychological Outcomes Regression Results (4)

VARIABLES	(1) <i>Control</i>	(2) <i>Control</i>	(3) <i>Intelligence</i>	(4) <i>Intelligence</i>	(5) <i>Fatigue</i>	(6) <i>Fatigue</i>	(7) <i>Frustrated</i>	(8) <i>Frustrated</i>	(9) <i>Sad</i>	(10) <i>Sad</i>
<i>bw_factory</i>	-0.133* (0.0726)	-	-0.0667 (0.0906)	-	-0.399** (0.165)	-	-0.256* (0.146)	-	-0.209** (0.0853)	-
<i>endline</i>	-0.0237 (0.0557)	0.0659 (0.0644)	0.199** (0.0928)	0.210* (0.113)	0.132 (0.140)	0.0322 (0.163)	0.101 (0.108)	0.0943 (0.130)	-0.148*** (0.0501)	-0.166*** (0.0552)
<i>bw_endline</i>	0.0719 (0.0748)	0.0566 (0.0720)	0.0317 (0.111)	0.0277 (0.113)	0.237 (0.184)	0.279 (0.182)	0.0113 (0.151)	0.00746 (0.149)	0.155** (0.0726)	0.175** (0.0712)
Constant	3.045*** (0.539)	4.104*** (1.157)	2.461*** (0.425)	2.632** (1.269)	4.119*** (0.683)	2.721*** (1.007)	3.627*** (0.806)	2.628 (1.862)	2.706*** (0.316)	2.310*** -0.608
Worker Time Effects	RE	FE	RE	FE	RE	FE	RE	FE	RE	FE
Observations	2,514	2,514	2,474	2,474	2,536	2,536	2,540	2,540	2,534	2,534
R-squared		0.038		0.039		0.024		0.017		0.03
Number of uniqueID	1,333	1,333	1,325	1,325	1,334	1,334	1,334	1,334	1,334	1,334

Robust standard errors in parentheses

*** p<0.01, ** p<0.05, * p<0.1

Tables 51-53 show the Indonesia outcomes with statistically significant time effects. Of the significant coefficients we saw in Table 46, *Important_Things*, *Workload*, *Worry*, *Setbacks*, *Change_Behavior*, *Manage_Challenges*, *Unappreciated*, *Embarrassed*, and *Frustrated* lose their significance when demographic controls are added. This suggests that these variables may be partially or completely explained by demographic differences between groups.

There seem to be detrimental effects on work-life balance and cognitive load over time. Columns 1-4 of Table 51 show that both Better Work and non-Better Work workers felt greater life satisfaction and were more likely to enjoy every part of their life equally well over time. Better Column 6 suggests that workers are more likely to feel that they have the important things in life over time, and Better Work employees seem to maintain their baseline advantages for *Workload* and *Worry* over time.

Similar to what we saw in Vietnam, Better Work in Indonesia seems to have no effect on workplace empowerment, resilience, locus of control, and mindset measures. These results are shown in Tables 52 and 53. Over time, the only empowerment measure that changes is that workers tend to take longer getting over setbacks in life. *Change_Behavior* and *Intelligence* do not change over time, thus Better Work employees tend to maintain both an external locus of control and a fixed mindset. However, we also see non-Better Work employees shifting to a fixed mindset, as they are less likely to agree at endline that they can greatly develop their ability.

Finally, both Better Work and non-Better Work employees are more likely to report being sad or depressed at the endline, showing an increase in the prevalence of negative emotions over time. *BW_endline* is negative but not significant, meaning that Better Work workers may have less of an increase in sadness, but not enough to offset time effects.

Table 51 Indonesia Psychological Outcomes Regression Results (1)

VARIABLES	(1) <i>Life_Enjoy</i>	(2) <i>Life_Enjoy</i>	(3) <i>Life_Satisfaction</i>	(4) <i>Life_Satisfaction</i>	(5) <i>Important_Things</i>	(6) <i>Important_Things</i>	(7) <i>Workload</i>	(8) <i>Workload</i>
<i>bw_factory</i>	0.0499 (0.0750)	-	0.0907 (0.163)	-	0.154 (0.149)	-	-0.404* (0.210)	-
<i>endline</i>	-0.185* (0.106)	-0.185 (0.115)	-1.134*** (0.116)	-1.153*** (0.121)	0.0593 (0.0849)	0.155** (0.0776)	-0.130 (0.110)	-0.0360 (0.0988)
<i>bw_endline</i>	0.139 (0.123)	0.129 (0.126)	-0.564** (0.272)	-0.517* (0.270)	-0.0346 (0.130)	-0.0912 (0.119)	0.141 (0.163)	0.0758 (0.189)
Constant	3.982*** (0.450)	3.779*** (0.440)	2.652*** (0.312)	0.968 (0.792)	3.201*** (0.440)	3.065*** (0.438)	1.622*** (0.299)	3.210*** (0.723)
Worker Time Effects	RE	FE	RE	FE	RE	FE	RE	FE
Observations	768	768	770	770	767	767	769	769
R-squared		0.084		0.601		0.102		0.034
Number of uniqueID	408	408	408	408	408	408	408	408

Robust standard errors in parentheses

*** p<0.01, ** p<0.05, * p<0.1

Table 52 Indonesia Psychological Outcomes Regression Results (2)

VARIABLES	(1) <i>Worry</i>	(2) <i>Worry</i>	(3) <i>Setbacks</i>	(4) <i>Setbacks</i>	(5) <i>Change_Behavior</i>	(6) <i>Change_Behavior</i>	(7) <i>Intelligence</i>	(8) <i>Intelligence</i>
<i>bw_factory</i>	-0.373** (0.187)	-	-0.227 (0.183)	-	0.234** (0.112)	-	0.325** (0.166)	-
<i>endline</i>	-0.147 (0.174)	-0.154 (0.182)	0.373** (0.155)	0.302* (0.153)	0.00255 (0.121)	0.0582 (0.130)	0.267 (0.172)	0.161 (0.161)
<i>bw_endline</i>	0.221 (0.189)	0.256 (0.196)	0.0787 (0.201)	0.0665 (0.175)	-0.210 (0.184)	-0.223 (0.178)	-0.0606 (0.227)	0.0411 (0.200)
Constant	3.120*** (0.390)	2.848*** (0.501)	3.777*** (0.308)	5.227*** (0.757)	4.418*** (0.177)	4.420*** (0.558)	2.895*** (0.353)	3.701*** (0.686)
Worker Time Effects	RE	FE	RE	FE	RE	FE	RE	FE
Observations	769	769	762	762	770	770	760	760
R-squared		0.068		0.154		0.094		0.099
Number of uniqueID	408	408	406	406	408	408	405	405

Robust standard errors in parentheses

*** p<0.01, ** p<0.05, * p<0.1

Table 53 Indonesia Psychological Outcomes Regression Results (3)

VARIABLES	(1) <i>Develop_Ability</i>	(2) <i>Develop_Ability</i>	(3) <i>Sad</i>	(4) <i>Sad</i>
<i>bw_factory</i>	0.0682 (0.101)	-	-0.0345 (0.130)	-
<i>endline</i>	-0.738*** (0.157)	-0.724*** (0.156)	0.285* (0.163)	0.322** (0.151)
<i>bw_endline</i>	0.0234 (0.198)	0.0482 (0.187)	-0.236 (0.197)	-0.249 (0.197)
Constant	3.444*** (0.323)	4.841*** (0.647)	1.834*** (0.535)	2.579*** (0.498)
Worker Time Effects	RE	FE	RE	FE
Observations	764	764	766	766
R-squared		0.333		0.104
Number of uniqueID	408	408	408	408

Robust standard errors in parentheses

*** p<0.01, ** p<0.05, * p<0.1

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