**INSTRUCTIONS**

Please see overall instructions and Rubric for additional information. These documents also provide information regarding expectations.

**What will I turn in?**

Each of you have been assigned to a small team. A completed assignment will consist of two files for each team. First, an annotated working code file that loads the data, all necessary libraries, performs any required transformations, and performs all analyses. Second, a document that includes an APA-style Results section with necessary tables and figures. File names should be clear and identify the author as well as what is included in the file.

**Brief background on the assignment:**

The final exam uses a dataset shared on https://OSF.io.

Work as a Calling Theory (WCT; Duffy, Dik, Douglass, England, & Velez, 2018) states that personal meaning and happiness come from individuals who perceive their specific work to be a calling. WCT is a specific version of person-environment fit theories. The fundamental idea of person-environment fit theories is that when we as an individual match the environment around us, we optimize our productivity and happiness. Perceived calling (i.e., the individual’s belief that work fits their overall sense of self and purpose) is associated with positive outcomes for both organizations (e.g., more committed employees) and individuals (e.g., more happiness). Unrealized calling or a mismatch between a person’s calling and their job is associated with negative outcomes (e.g., lower life satisfaction). Prior work using WCT has focused on employed individuals. The purpose of the current study was to apply WCT to job-seekers.

**Hypotheses:**

1. **Individuals who report more calling will have more job-search clarity and job-search intensity.**

Hierarchical Regression - IV: Calling, and DV: JSC, DV: JSI

1. **Calling will matter most for individuals low in optimism or perseverance than for individuals high in optimism or perseverance.**

DV: Calling, IV1: Optimism, IV2: Perseverance

Moderation analysis

1. **Women will have a stronger sense of calling, job-search clarity, and job-search intensity than men. Importantly, the relationship between calling and job-search clarity and job-search intensity will be stronger for women than men.**

IV1: Gender – 2 levels (Men, Woman), DV1: Calling, DV2: JSC, DV3: JSI

Dummy code categorical variables (gender). Reference group: men

1. **Education status will moderate the relationship between job-search clarity and job-search intensity. The more education an individual has, the more important calling is.**

Moderation, IV: JSC, DV: JSI, Mod: Education status.

**Codebook:**

|  |  |  |
| --- | --- | --- |
| Variable name | Variable description | Variable Values |
| jsi\_1 | Looked at help wanted/classified ads in the newspaper or in a newsletter | 0 = never; 4 = very often |
| jsi\_2 | Used the Internet to locate job openings | 0 = never; 4 = very often |
| jsi\_3 | Talked to friends or relatives to get their ideas about possible job leads | 0 = never; 4 = very often |
| jsi\_4 | Talked to previous employers or people I used to work with about possible job leads | 0 = never; 4 = very often |
| jsi\_5 | Worked on my resume | 0 = never; 4 = very often |
| jsi\_6 | Consulted a private employment agency or search firm | 0 = never; 4 = very often |
| jsi\_7 | Sent a resume to possible employer or turned in a job application | 0 = never; 4 = very often |
| jsi\_8 | Telephoned or visited a possible employers | 0 = never; 4 = very often |
| jsi\_9 | Tried to learn more about the places where I am applying for work | 0 = never; 4 = very often |
| jsi\_10 | Asked for referral to someone who might have helpful information or advice about industry | 0 = never; 4 = very often |
| jsc\_1 | I have a clear idea of the type of job that I want to find | 1 = totally disagree; 7 = totally agree |
| jsc\_2 | I need help deciding if I should make a career change | 1 = totally disagree; 7 = totally agree |
| jsc\_3 | I need help deciding what type of work I would really enjoy | 1 = totally disagree; 7 = totally agree |
| jsc\_4 | I need help planning a career change | 1 = totally disagree; 7 = totally agree |
| persev\_1 | persevering | 0 = not at all; 4 = very much |
| persev\_2 | resolute | 0 = not at all; 4 = very much |
| persev\_3 | responsible | 0 = not at all; 4 = very much |
| persev\_4 | steadfast | 0 = not at all; 4 = very much |
| persev\_5 | efficient | 0 = not at all; 4 = very much |
| call\_1 | The most important aspect of my career is its role in helping to meet the needs of others. | 1 = totally disagree; 7 = totally agree |
| call\_2 | Making a difference for others is the primary motivation in my career. | 1 = totally disagree; 7 = totally agree |
| call\_3 | I am always trying to evaluate how beneficial my work is to others. | 1 = totally disagree; 7 = totally agree |
| call\_4 | My work helps me live out my life’s purpose. | 1 = totally disagree; 7 = totally agree |
| call\_5 | I see my career as a path to purpose in life. | 1 = totally disagree; 7 = totally agree |
| call\_6 | My work helps me live out my life’s purpose. | 1 = totally disagree; 7 = totally agree |
| call\_7 | I believe that I have been called to my current line of work. | 1 = totally disagree; 7 = totally agree |
| call\_8 | I was drawn by something beyond myself to pursue my current line of work | 1 = totally disagree; 7 = totally agree |
| call\_9 | I am pursuing my current line of work because I believe I have been called to do so. | 1 = totally disagree; 7 = totally agree |
| call\_10 | I am trying to find a career that ultimately makes the world a better place | 1 = totally disagree; 7 = totally agree |
| call\_11 | I want to find a job that meets some of society’s needs | 1 = totally disagree; 7 = totally agree |
| call\_12 | I am trying to build a career that benefits society. | 1 = totally disagree; 7 = totally agree |
| call\_13 | I am looking for work that will help me live out my life’s purpose | 1 = totally disagree; 7 = totally agree |
| call\_14 | I intend to construct a career that will give my life meaning. | 1 = totally disagree; 7 = totally agree |
| call\_15 | I want to pursue a career that is a good fit with the reason for my existence | 1 = totally disagree; 7 = totally agree |
| call\_16 | I’m searching for my calling in my career | 1 = totally disagree; 7 = totally agree |
| call\_17 | I yearn for a sense of calling in my career | 1 = totally disagree; 7 = totally agree |
| call\_18 | I am trying to figure out what my calling is in the context of my career. | 1 = totally disagree; 7 = totally agree |
| call\_19 | I am passionate about playing my work | 1 = totally disagree; 7 = totally agree |
| call\_20 | I enjoy working more than anything else. | 1 = totally disagree; 7 = totally agree |
| call\_21 | Working gives me immense personal satisfaction. | 1 = totally disagree; 7 = totally agree |
| call\_22 | I would sacrifice everything to work | 1 = totally disagree; 7 = totally agree |
| call\_23 | The first thing I often think about when I describe myself to others regards work | 1 = totally disagree; 7 = totally agree |
| call\_24 | I would continue working even in the face of severe obstacles. | 1 = totally disagree; 7 = totally agree |
| call\_25 | I know that work will always be part of my life. | 1 = totally disagree; 7 = totally agree |
| call\_26 | I feel a sense of destiny about doing a specific kind of job | 1 = totally disagree; 7 = totally agree |
| call\_27 | Work is always in my mind in some way. | 1 = totally disagree; 7 = totally agree |
| call\_28 | Even when I am doing other things I often think about work | 1 = totally disagree; 7 = totally agree |
| call\_29 | My existence would be much less meaningful without working | 1 = totally disagree; 7 = totally agree |
| call\_30 | Working is a deeply moving and gratifying experience for me. | 1 = totally disagree; 7 = totally agree |
| opt\_1 | In uncertain times, I usually expect the best | 1 = strongly disagree; 7 = strongly agree |
| opt\_2 | If something can go wrong for me, it will | 1 = strongly disagree; 7 = strongly agree |
| opt\_3 | I am always optimistic about my future | 1 = strongly disagree; 7 = strongly agree |
| opt\_4 | I hardly ever expect things to go my may | 1 = strongly disagree; 7 = strongly agree |
| opt\_5 | I rarely count on good things happening to me | 1 = strongly disagree; 7 = strongly agree |
| opt\_6 | Overall, I expect more good things to happen to me than bad | 1 = strongly disagree; 7 = strongly agree |
| Eta | Age |  |
| Sex | Gender | 1 = M; 2 = F |
| Titstud | educational degree | 1 = elementary school; 2 = middle school; 3 and 4 = high school; 5= bachelor’s degree; 6 = master’s degree; 7 = postgraduate degree; 8 = others |
| primaocc | Are you looking for your first full-time job? | 1 = No  2 = Yes |
| time | How long have you been looking for a job? |  |
| offer | How many job offers have you received in this time frame? |  |
| Interview | How many job interviews have you had in this time frame? |  |
| emwel\_1 | so sad nothing could cheer me up | 0 = never; 4 = very often |
| emwel\_2 | Cheerful | 0 = never; 4 = very often |
| emwel\_3 | in good spirit | 0 = never; 4 = very often |
| emwel\_4 | Nervous | 0 = never; 4 = very often |
| emwel\_5 | restless or fidgety | 0 = never; 4 = very often |
| emwel\_6 | extremely happy | 0 = never; 4 = very often |
| emwel\_7 | Hopeless | 0 = never; 4 = very often |
| emwel\_8 | calm and peaceful | 0 = never; 4 = very often |
| emwel\_9 | that everything was an effort | 0 = never; 4 = very often |
| emwel\_10 | Worthless | 0 = never; 4 = very often |
| emwel\_11 | Satisfied | 0 = never; 4 = very often |
| emwel\_12 | full or life | 0 = never; 4 = very often |

There is missing data in this data file. Use only data that has complete cases for the variables included in the regression equations.

1. “Job Search Intensity.”
   1. Continuously

jsi = jsi\_1 + jsi\_2 + jsi\_3 + jsi\_4 + jsi\_5 + jsi\_6 + jsi\_7 + jsi\_8 + jsi\_9 + jsi\_10

* 1. Categorically

ijsi:

if(jsi >= 3.0), then ijsi = Yes, else ijsi = No

1. “Job Search Clarity.”
   1. Continuously

jsc = jsc\_1 + jsc\_2 + jsc\_3 \_ jsc\_4

1. “Perseverance”
   1. Continuously

per = persev\_1 + persev\_2 + persev\_3 + persev\_4 + persev\_5

1. “Calling”
   1. Continuously

call = call\_1 + call\_2 + call\_3 +… + call\_30

1. “Optimism”

opt = opt\_1 + opt\_2 + opt\_3 + opt\_4 + opt\_5 + opt\_6

1. “Current Affect”
   1. Positive

pa = emwel\_2 + emwel\_3 + emwel\_6 + emwel\_8 + emwel\_11 + emwel\_12

* 1. Negative

na = emwel\_1 + emwel\_4 + emwel\_5 + emwel\_7 + emwel\_9 + emwel\_10 +

The citation for the data is:

Dalla Rosa, A., Vianello, M., Galliani, E.M., Duffy, R.D. (under review). Moderators of career calling and job-search behaviors among unemployed individuals. https://mfr.osf.io/render?url=https://osf.io/xagm7/?direct%26mode=render%26action=download%26mode=render

**Please note:** This assignment does NOT require a reading of the original paper OR visiting the data repository. These are provided to acknowledge and give due credit to the sources of information.