

### Bijlage 3: Multiple regressie analyse

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REGRESSION
/DESCRIPTIVES MEAN STDDEV CORR SIG N
/MISSING PAIRWISE
/STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL ZPP
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Arbeidsmotivatie
/METHOD=ENTER geslacht leeftijd
hoogstaferonde_opleiding
/METHOD=ENTER PSM Social_Support Sociale_relaties
Autonomie Zelfactualisatie Erkenning
/SCATTERPLOT=(*ZRESID ,*ZPRED)
/RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID)
/CASEWISE PLOT(ZRESID) OUTLIERS(3)
/SAVE MAHAL COOK.
    
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**Descriptive Statistics**

	Mean	Std. Deviation	N
Arbeidsmotivatie	26.0529	3.52308	189
geslacht	1.54	.499	197
leeftijd	57.53	3.419	196
hoogstaferonde_opleiding	3.61	1.057	195
PSM	34.6536	6.30611	179
Social_Support	20.7765	3.35457	179
Sociale_relaties	20.0503	2.68637	179
Autonomie	36.3652	4.90317	178
Zelfactualisatie	15.9659	1.91505	176
Erkenning	11.0778	2.39286	180

**Correlations**

		Arbeidsmotivatie	geslacht	leeftijd	hoogstaferonde_opleiding	PSM	Social_Support	Sociale_relaties	Autonomie	Zelfactualisatie	Erkenning
Pearson Correlation	Arbeidsmotivatie	1.000	.029	-.156	.239	.421	.264	.196	.169	.408	.152
	geslacht	.029	1.000	-.079	-.144	-.019	-.245	.067	-.251	-.076	-.157
	leeftijd	-.156	-.079	1.000	-.049	-.031	.014	-.054	-.002	-.133	-.084
	hoogstaferonde_opleiding	.239	-.144	-.049	1.000	-.103	.088	.028	.335	.104	.114
	PSM	.421	-.019	-.031	-.103	1.000	.019	.093	-.112	.193	-.031
	Social_Support	.264	-.245	.014	.088	.019	1.000	.477	.240	.360	.611

	Sociale_relaties	.196	.067	-.054	.028	.093	.477	1.000	.098	.273	.419
	Autonomie	.169	-.251	-.002	.335	-.112	.240	.098	1.000	.243	.275
	Zelfactualisatie	.408	-.076	-.133	.104	.193	.360	.273	.243	1.000	.283
	Erkenning	.152	-.157	-.084	.114	-.031	.611	.419	.275	.283	1.000
Sig. (1-tailed)	Arbeidsmotivatie	.	.347	.016	.000	.000	.000	.004	.013	.000	.021
	geslacht	.347	.	.136	.022	.403	.000	.185	.000	.157	.018
	leeftijd	.016	.136	.	.250	.342	.429	.236	.488	.039	.131
	hoogstafgeronde_opleiding	.000	.022	.250	.	.086	.122	.358	.000	.086	.064
	PSM	.000	.403	.342	.086	.	.399	.109	.072	.006	.340
	Social_Support	.000	.000	.429	.122	.399	.	.000	.001	.000	.000
	Sociale_relaties	.004	.185	.236	.358	.109	.000	.	.100	.000	.000
	Autonomie	.013	.000	.488	.000	.072	.001	.100	.	.001	.000
	Zelfactualisatie	.000	.157	.039	.086	.006	.000	.000	.001	.	.000
	Erkenning	.021	.018	.131	.064	.340	.000	.000	.000	.000	.
N	Arbeidsmotivatie	189	189	188	187	178	177	178	176	175	178
	geslacht	189	197	196	195	179	179	179	178	176	180
	leeftijd	188	196	196	194	178	178	178	177	175	179
	hoogstafgeronde_opleiding	187	195	194	195	178	178	178	177	175	179
	PSM	178	179	178	178	179	174	175	173	172	175
	Social_Support	177	179	178	178	174	179	177	174	173	177
	Sociale_relaties	178	179	178	178	175	177	179	175	174	178
	Autonomie	176	178	177	177	173	174	175	178	173	177
	Zelfactualisatie	175	176	175	175	172	173	174	173	176	175
	Erkenning	178	180	179	179	175	177	178	177	175	180

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	hoogstafgeronde_opleiding, leeftijd, geslacht <sup>b</sup>	.	Enter
2	Sociale_relaties, PSM, Zelfactualisatie, Autonomie, Erkenning, Social_Support <sup>b</sup>	.	Enter

a. Dependent Variable: Arbeidsmotivatie

b. All requested variables entered.

**Model Summary<sup>c</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.284 <sup>a</sup>	.081	.064	3.40771
2	.631 <sup>b</sup>	.398	.364	2.80927

a. Predictors: (Constant), hoogstaferonde\_opleiding, leeftijd, geslacht

b. Predictors: (Constant), hoogstaferonde\_opleiding, leeftijd, geslacht, Sociale\_relaties, PSM, Zelfactualisatie, Autonomie, Erkenning, Social\_Support

c. Dependent Variable: Arbeidsmotivatie

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	171.568	3	57.189	4.925	.003 <sup>b</sup>
	Residual	1950.897	168	11.612		
	Total	2122.466	171			
2	Regression	843.966	9	93.774	11.882	.000 <sup>c</sup>
	Residual	1278.500	162	7.892		
	Total	2122.466	171			

a. Dependent Variable: Arbeidsmotivatie

b. Predictors: (Constant), hoogstaferonde\_opleiding, leeftijd, geslacht

c. Predictors: (Constant), hoogstaferonde\_opleiding, leeftijd, geslacht, Sociale\_relaties, PSM, Zelfactualisatie, Autonomie, Erkenning, Social\_Support

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF
		1	(Constant)	30.899			4.722		6.544	.000	21.577	40.220	
	geslacht	.370	.529	.052	.699	.485	-.675	1.415	.029	.054	.052	.972	1.029
	leeftijd	-.144	.077	-.140	-1.884	.061	-.296	.007	-.156	-.144	-.139	.990	1.010
	hoogstaferonde_opleiding	.801	.250	.240	3.206	.002	.308	1.294	.239	.240	.237	.976	1.025
2	(Constant)	7.462	4.934		1.513	.132	-2.280	17.205					
	geslacht	1.014	.468	.144	2.166	.032	.090	1.938	.029	.168	.132	.845	1.184
	leeftijd	-.102	.064	-.099	-1.584	.115	-.229	.025	-.156	-.124	-.097	.958	1.044
	hoogstaferonde_opleiding	.781	.217	.234	3.592	.000	.352	1.210	.239	.272	.219	.875	1.143
	PSM	.226	.036	.405	6.364	.000	.156	.297	.421	.447	.388	.917	1.091

Social_Support	.223	.090	.212	2.471	.015	.045	.400	.264	.191	.151	.505	1.979
Sociale_relaties	-.012	.096	-.009	-.128	.898	-.202	.177	.196	-.010	-.008	.695	1.439
Autonomie	.060	.050	.083	1.191	.235	-.039	.159	.169	.093	.073	.766	1.306
Zelfactualisatie	.417	.128	.226	3.267	.001	.165	.668	.408	.249	.199	.774	1.292
Erkenning	-.089	.118	-.060	-.750	.454	-.322	.145	.152	-.059	-.046	.577	1.732

a. Dependent Variable: Arbeidsmotivatie

**Excluded Variables<sup>a</sup>**

Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics			
					Tolerance	VIF	Minimum Tolerance	
1	PSM	.448 <sup>b</sup>	6.781	.000	.465	.987	1.013	.964
	Social_Support	.275 <sup>b</sup>	3.733	.000	.278	.937	1.067	.918
	Sociale_relaties	.180 <sup>b</sup>	2.454	.015	.187	.992	1.008	.967
	Autonomie	.120 <sup>b</sup>	1.493	.137	.115	.845	1.183	.845
	Zelfactualisatie	.381 <sup>b</sup>	5.484	.000	.391	.967	1.034	.966
	Erkenning	.126 <sup>b</sup>	1.682	.095	.129	.959	1.043	.950

a. Dependent Variable: Arbeidsmotivatie

b. Predictors in the Model: (Constant), hoogstaferonde\_opleiding, leeftijd, geslacht

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions									
				(Constant)	geslacht	leeftijd	hoogstaferonde_opleiding	PSM	Social_Support	Sociale_relaties	Autonomie	Zelfactualisatie	Erkenning
1	1	3.859	1.000	.00	.01	.00	.00						
	2	.100	6.227	.00	.52	.00	.33						
	3	.040	9.847	.02	.43	.02	.63						
	4	.002	48.415	.98	.04	.98	.03						
2	1	9.716	1.000	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	2	.110	9.409	.00	.54	.00	.10	.00	.00	.00	.00	.00	.01
	3	.069	11.875	.00	.09	.00	.69	.02	.01	.00	.00	.00	.03
	4	.041	15.394	.00	.10	.00	.00	.35	.02	.00	.00	.00	.21
	5	.021	21.407	.01	.02	.02	.16	.40	.00	.00	.19	.01	.21
	6	.014	26.240	.00	.02	.00	.03	.05	.20	.27	.22	.00	.37
	7	.010	30.519	.01	.03	.05	.00	.00	.03	.10	.00	.71	.02
	8	.009	32.263	.01	.02	.04	.01	.00	.39	.61	.10	.02	.00

9	.008	34.066	.02	.12	.07	.00	.14	.35	.00	.46	.19	.14
10	.001	86.286	.96	.05	.82	.01	.03	.00	.01	.03	.06	.01

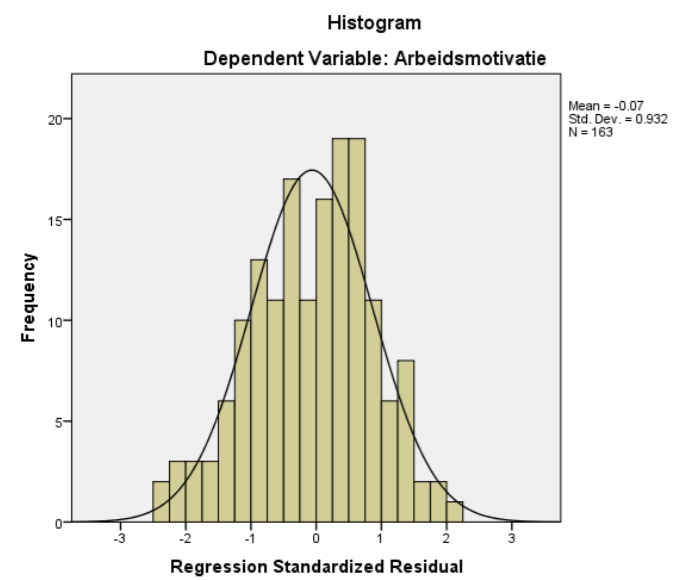
a. Dependent Variable: Arbeidsmotivatie

Residuals Statistics<sup>a</sup>

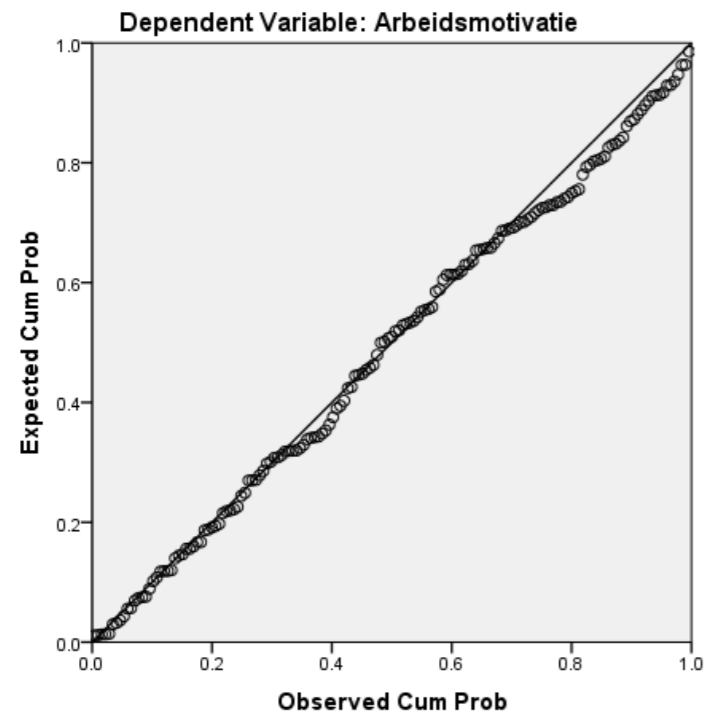
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	21.2125	31.1605	26.1119	2.20928	164
Std. Predicted Value	-2.179	2.299	.027	.994	164
Standard Error of Predicted Value	.367	1.155	.653	.137	164
Adjusted Predicted Value	21.3015	31.6759	26.1575	2.19671	163
Residual	-6.41392	6.13593	-.18495	2.61763	163
Std. Residual	-2.283	2.184	-.066	.932	163
Stud. Residual	-2.377	2.239	-.069	.961	163
Deleted Residual	-7.12193	6.45013	-.20047	2.78694	163
Stud. Deleted Residual	-2.412	2.268	-.070	.966	163
Mahal. Distance	1.921	27.895	8.644	4.171	164
Cook's Distance	.000	.078	.006	.010	163
Centered Leverage Value	.011	.163	.051	.024	164

a. Dependent Variable: Arbeidsmotivatie

## Charts



Normal P-P Plot of Regression Standardized Residual



Scatterplot

