

Discussion Guidance

Hypothesis 1

Your hypothesis was supported. You can discuss this result as consistent with your expectation, while framing it as an association rather than proven cause unless your design was experimental.

When interpreting this result, keep in mind:

- Because the design is not a controlled experiment, these results describe relationships and associations, not cause and effect.

Hypothesis 2

Your hypothesis was supported. You can discuss this result as consistent with your expectation, while framing it as an association rather than proven cause unless your design was experimental.

When interpreting this result, keep in mind:

- Because the design is not a controlled experiment, these results describe relationships and associations, not cause and effect.

Hypothesis 3

Your hypothesis was supported. You can discuss this result as consistent with your expectation, while framing it as an association rather than proven cause unless your design was experimental.

When interpreting this result, keep in mind:

- Because the design is not a controlled experiment, these results describe relationships and associations, not cause and effect.

Additional analysis: Association between Supervisor support, Job autonomy, Work arrangement, Tenure with the employer and Work engagement

This additional analysis was not one of your research hypotheses. Its result was statistically significant after the exploratory correction; present it as an exploratory observation that may merit a dedicated study, not as confirmation of your hypotheses.

When interpreting this result, keep in mind:

- Because the design is not a controlled experiment, these results describe relationships and associations, not cause and effect.