

Table 1

Means, Standard Deviations and Correlations for Each Variable in the Analysis

	<i>M</i>	<i>SD</i>	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1. Meaningful Work	3.92	0.62														
2. Strengths Use	5.35	0.90	.46***													
3. Colleague Support	5.70	1.07	.31***	.31***												
4. Supervisor Support	5.50	1.46	.34***	.35***	.46***											
5. Participation in Decision-Making	5.08	1.59	.27***	.31***	.28***	.49***										
6. Autonomy	5.28	1.28	.20***	.34***	.32***	.40***	.46***									
7. Work Guilt	3.45	0.93	-.04	-.19***	-.12***	-.18***	-.12***	-.27***								
8. Emotional Workload	5.14	1.08	.16***	.01	-.09*	-.09*	-.01	-.17***	.34***							
9. Quantitative Workload	4.41	1.55	.03	-.05	-.17***	-.14***	.08*	-.23***	.36***	.41***						
10. Job Insecurity	2.81	1.82	-.12***	-.12***	-.15***	-.18***	-.20***	-.19***	.19***	.13***	.15***					
11. Dissatisfaction with Compensation	4.06	1.40	-.19***	-.18***	-.16***	-.29***	-.28***	-.26***	.17***	.11***	.19***	.09**				
12. Harmonious Passion	5.14	1.01	.53***	.58***	.42***	.41***	.31***	.37***	-.21***	-.10***	-.22***	-.18***	-.29***			
13. Obsessive Passion	2.41	1.10	.15***	.09*	-.12**	-.02	.13***	-.04	.33***	.29***	.38***	.16***	.04	.00		
14. Well-being at Work	4.33	0.57	.53***	.56***	.56***	.58***	.49***	.37***	-.20***	-.09***	-.07***	-.20***	-.27***	.57***	.03	
15. Burnout	3.50	1.10	.25***	-.36***	-.37***	-.36***	-.21***	-.34***	.43***	.33***	.50***	.21***	.24***	-.46***	.25***	-.49***

Notes: N= 774; *p <.05, **p <.01, ***p <.001