



Figure 1. Triple mediation model shows the effect of job satisfaction on work engagement through components of coherence at work. Standardized coefficients are presented, ns = non-significant effects.

Note: Standardized total indirect effect = $.31, p < .001, 95\% \text{ CI } (.14; .22)$ $R^2 = .60, p < .001, F(4, 75) = 29.11, p < .001$