

3. Intrinsic Effort

Scale

- need for control (immersion) (29-57)

Subscales

- need for approval (29,39,41,45,46,53)
- competitiveness (30,33,34,40,49,54)
- disproportionate irritability (31,36,37,42,47,50,51,56)
- inability to withdraw from work (32,35,38,43,44,48,52,55,57)

Overall, the above classification of items is based on results from main component factor analysis. Results related to the dimensions of intrinsic effort and reward indicate the following factors: one factor "intrinsic effort" (12-17), and three "reward" factors (esteem reward) (18-21,26) "job promotion and salary" (23,27,28), "job instability" (22,24,25).

Results related to dimensions of intrinsic effort indicate a one factor solution "immersion" (29-57) based on the four uni-dimensional subscale items mentioned.

The following guidelines concern information obtained from work-related questions II and III. However, information derived from work-related questions I is important as well for the following reasons:

- to define relevant socioeconomic (e.g. occupational standing) and sociodemographic (e.g. age, sex) subgroups for which the ERI-model may be particularly relevant, and subsequently
- to include this information into statistical modeling techniques (e.g. hierarchical modeling, LISREL)
- to find additional support for validation of subjective ratings (e.g. characteristics of work-related efforts)

The following guidelines on coding and statistical analysis reflect our current state, to the best of our knowledge. They are based on statistical analyses of several data sets obtained from prospective and cross sectional studies. Of course, further developments are expected to occur. Right now, we propose to work with the following two aggregate measures:

- ratio of extrinsic effort and reward
- sum score of intrinsic effort

These two measures enter statistical analyses as predicting variables both independently and in combination.