

ONLINE SUPPLEMENT

In an additional study we examined if reattachment is empirically distinct from attention and absorption (Rothbard, 2001) as well as from intrinsic motivation (Deci et al., 2017). The sample comprised 211 employees (41.8 percent female) recruited through clickworker.de, a platform similar to MTurk. On average, participants were 37.1 years old ($SD = 11.1$). Participants worked in a broad range of jobs. Individuals registered with clickworker.de received a link to one online survey to be completed during the day at work, including items assessing reattachment to work in the morning as well as attention, absorption, and intrinsic motivation during the workday. We measured reattachment with our five reattachment items, referring to the morning of the specific day (sample item: “Before I started work this morning, I mentally tuned into my work”; Cronbach’s $\alpha = .89$). We assessed attention with four items from the Rothbard (2001) scale, referring to the experience on the specific day (sample item: “Today, I focused a great deal of attention on my work”; Cronbach’s $\alpha = .75$). We assessed absorption with four items from the Rothbard scale, again referring to the experience on the specific day (sample item: “When I was working today, I was completely engrossed by my work; Cronbach’s $\alpha = .80$). We assessed intrinsic motivation with three items from the Multidimensional Work Motivation Scale (Gagné et al., 2015; sample item: “Today, the work I am doing was exciting”; Cronbach’s $\alpha = .88$).

Confirmatory factor analyses implemented in Mplus 7.4 showed that a four-factor model (reattachment, attention, absorption, intrinsic motivation) with all items loading on the respective factors had a good fit, $\chi^2 = 221.726$, $df = 98$, $p < .001$, CFI = 0.934, TLI = 0.919, RMSEA = 0.077, and all factor loadings were significant. We compared this four-factor model with three-factor models in which we combine reattachment (a) with attention into one common factor, $\chi^2 = 450.761$, $df = 101$, $p < .001$, CFI = 0.812, TLI = 0.777, RMSEA = 0.128, (b) with absorption into one common factor, $\chi^2 = 596.384$, $df = 101$, $p < .001$, CFI = 0.734,

TLI = 0.684, RMSEA = 0.152, and (c) with intrinsic motivation into one common factor, $\chi^2 = 668.793$, $df = 101$, $p < .001$, CFI = 0.695, TLI = 0.638, RMSEA = 0.163, a two-factor model with reattachment, attention, and absorption loading on one common factor, $\chi^2 = 685.740$, $df = 103$, $p < .001$, CFI = 0.687, TLI = 0.635, RMSEA = 0.164, and a one-factor model, $\chi^2 = 780.706$, $df = 104$, $p < .001$, CFI = 0.636, TLI = 0.580, RMSEA = 0.176. The four-factor model was superior to the best-fitting three-factor model, $\Delta\chi^2 = 229.035$, $\Delta df = 3$, $p < .001$, the two-factor model, $\Delta\chi^2 = 464.014$, $\Delta df = 5$, $p < .001$, and the one-factor model, $\Delta\chi^2 = 558.980$, $\Delta df = 6$, $p < .001$. Overall, this confirmatory factor analysis demonstrates that reattachment is distinct from other constructs such as attention, absorption, and intrinsic motivation.

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