

## Appendix

**TABLE A1:** Item Difficulties of Extrinsic and Intrinsic Work Values, CUPEsse

	<i>Extrinsic work values</i>				<i>Intrinsic work values</i>						N
	Security	Balance <sup>2</sup>	Leisure	Income <sup>1</sup>	Self-worth	Learning	Creative <sup>2</sup>	Independence <sup>1</sup>	Meeting <sup>3</sup>	Helping	
Austria	0.64	0.58	0.30	0.34	0.59	0.53	0.39	0.54	0.34	0.32	1684
Czech Republic	0.58	0.29	0.32	0.29	0.50	0.42	0.34	0.21	0.22	0.19	1214
Denmark	0.36	0.37	0.24	0.12	0.50	0.48	0.24	0.27	0.37	0.28	1142
Germany	0.67	0.55	0.27	0.34	0.48	0.39	0.28	0.39	0.25	0.22	3279
Greece	0.74	0.54	0.46	0.59	0.71	0.64	0.66	0.41	0.46	0.50	1538
Hungary	0.77	0.52	0.53	0.58	0.56	0.42	0.43	0.56	0.39	0.35	1234
Italy	0.59	0.65	0.36	0.32	0.55	0.51	0.42	0.32	0.35	0.32	1008
Spain	0.67	0.57	0.50	0.29	0.66	0.57	0.47	0.28	0.42	0.36	1826
Switzerland	0.57	0.51	0.32	0.12	0.55	0.44	0.26	0.40	0.46	0.25	869
Turkey	0.81	0.60	0.56	0.70	0.64	0.57	0.58	0.55	0.56	0.61	2959
United Kingdom	0.64	0.48	0.39	0.27	0.51	0.42	0.31	0.28	0.30	0.29	3004
<b>Overall</b>	<b>0.66</b>	<b>0.53</b>	<b>0.40</b>	<b>0.39</b>	<b>0.57</b>	<b>0.49</b>	<b>0.40</b>	<b>0.39</b>	<b>0.37</b>	<b>0.35</b>	19784

Light blue: pattern equivalent to the grand total; Light green: deviation from pattern

1: First item excluded from pattern evaluation.

2: Second item excluded from pattern evaluation.

3: Third item excluded from pattern evaluation.

**TABLE A2:** Cross-National Equivalence of Extrinsic Work Values, Scalogram Analysis, CUPESSE

	<i>Secu</i> Hi	<i>Bala</i> Hi	<i>Leis</i> Hi	<i>Inco</i> Hi	H	Violations Mon 1	Violations Mon 2	<i>Secu</i> Hi	<i>Bala</i> Hi	<i>Leis</i> Hi	H	Violations Mon 1	Violations Mon 2	<i>Secu</i> Hi	<i>Leis</i> Hi	H	Violations <sup>1</sup> Mon 1
<i>AT</i>	0.31	0.29	0.33	0.29	0.31	No	No	0.29	0.33	0.37	0.32	No	No	0.31	0.31	0.31	No
<i>CZ</i>	0.28	0.22	0.24	0.21	0.23	No	No	0.25	0.27	0.27	0.27	No	No	0.26	0.26	0.26	No
<i>DK</i>	0.23	0.29	0.30	0.24	0.27	No	No	0.20	0.31	0.33	0.28	No	Yes	0.19	0.19	0.19	No
<i>DE</i>	0.40	0.36	0.36	0.33	0.36	No	No	0.35	0.42	0.41	0.39	No	No	0.30	0.30	0.30	No
<i>GR</i>	0.53	0.42	0.43	0.40	0.44	No	No	0.53	0.47	0.47	0.49	No	No	0.52	0.52	0.52	No
<i>HU</i>	0.59	0.48	0.45	0.40	0.47	No	No	0.60	0.55	0.52	0.55	No	No	0.55	0.55	0.55	No
<i>IT</i>	0.42	0.50	0.42	0.41	0.43	No	No	0.40	0.51	0.47	0.46	No	No	0.35	0.35	0.35	No
<i>ES</i>	0.45	0.48	0.46	0.47	0.46	No	No	0.41	0.49	0.47	0.46	No	No	0.38	0.38	0.38	No
<i>CH</i>	0.22	0.22	0.31	0.20	0.24	No	No	0.20	0.27	0.33	0.36	No	No	0.24	0.24	0.24	No
<i>TR</i>	0.44	0.39	0.41	0.35	0.39	No	No	0.42	0.45	0.44	0.44	No	No	0.41	0.41	0.41	No
<i>UK</i>	0.42	0.45	0.43	0.35	0.42	No	No	0.38	0.51	0.50	0.47	No	No	0.36	0.36	0.36	No

Hi: Item H (criterion: at least 0.30); H: Scale H (criterion: at least 0.30); Mon 1: Violation of the first criterion of monotonicity based on rest score method; Mon 2: Violation of the second criterion of monotonicity based on rest score method; Unk: Violation of the second criterion of monotonicity based on rest score method is unknown, since at least three items are needed for this test

Light blue: pattern equivalent to the grand total, based on rank order in item difficulties

Light green: Does not meet (minimum) criterion (violations and Scale H)

1: Violation of the second criterion of monotonicity based on rest score method is unknown, since at least three items are needed for this test.

**TABLE A3:** Cross-National Equivalence of Intrinsic Work Values, Scalogram Analysis, CUPESSSE

	Wort Hi	Lear Hi	Crea Hi	Inde Hi	Meet Hi	Help Hi	H	Violations Mon 1	Violations Mon 2	Wort Hi	Lear Hi	Crea Hi	Meet Hi	Help Hi	H	Violations Mon 1	Violations Mon 2
<b>AT</b>	0.44	0.47	0.41	0.39	0.43	0.39	0.42	No	Yes	0.46	0.49	0.41	0.43	0.41	0.44	No	No
<b>CZ</b>	0.49	0.50	0.49	0.36	0.39	0.39	0.44	No	No	0.50	0.51	0.49	0.44	0.43	0.48	No	No
<b>DK</b>	0.39	0.42	0.33	0.30	0.36	0.30	0.35	No	Yes	0.39	0.41	0.33	0.39	0.34	0.38	No	No
<b>DE</b>	0.44	0.45	0.40	0.42	0.41	0.41	0.42	No	Yes	0.46	0.44	0.39	0.42	0.41	0.42	No	Yes
<b>GR</b>	0.59	0.59	0.59	0.49	0.55	0.53	0.56	No	Yes	0.58	0.60	0.60	0.60	0.56	0.59	No	No
<b>HU</b>	0.53	0.49	0.51	0.47	0.44	0.50	0.49	No	Yes	0.57	0.49	0.51	0.44	0.50	0.50	No	No
<b>IT</b>	0.52	0.57	0.52	0.46	0.52	0.49	0.51	No	Yes	0.51	0.57	0.52	0.54	0.55	0.54	No	No
<b>ES</b>	0.63	0.60	0.53	0.49	0.54	0.49	0.55	No	No	0.64	0.59	0.54	0.58	0.51	0.57	No	Yes
<b>CH</b>	0.30	0.30	0.33	0.23	0.25	0.33	0.29	No	Yes	0.32	0.32	0.32	0.27	0.37	0.32	No	No
<b>TR</b>	0.38	0.37	0.38	0.38	0.40	0.31	0.37	No	Yes	0.39	0.36	0.38	0.40	0.30	0.37	No	Yes
<b>UK</b>	0.58	0.56	0.46	0.43	0.47	0.45	0.49	No	Yes	0.58	0.57	0.48	0.49	0.49	0.52	No	Yes

	Wort Hi	Lear Hi	Meet Hi	Help Hi	H	Violations Mon 1	Violations Mon 2	Wort Hi	Lear Hi	Help Hi	H	Violations Mon 1	Violations Mon 2	Wort Hi	Lear Hi	H	Violations <sup>1</sup> Mon 1
<b>AT</b>	0.45	0.48	0.47	0.44	0.46	No	Yes	0.45	0.47	0.42	0.45	No	No	0.49	0.49	0.49	No
<b>CZ</b>	0.48	0.48	0.44	0.45	0.46	No	No	0.49	0.45	0.52	0.48	No	No	0.44	0.44	0.44	No
<b>DK</b>	0.39	0.39	0.41	0.41	0.40	No	No	0.39	0.38	0.39	0.39	No	No	0.39	0.39	0.39	No
<b>DE</b>	0.47	0.43	0.45	0.45	0.45	No	No	0.45	0.44	0.46	0.45	No	No	0.44	0.44	0.44	No
<b>GR</b>	0.60	0.60	0.58	0.55	0.58	No	No	0.59	0.58	0.59	0.58	No	No	0.58	0.58	0.58	No
<b>HU</b>	0.56	0.48	0.45	0.50	0.49	No	No	0.58	0.53	0.53	0.55	No	No	0.57	0.57	0.57	No
<b>IT</b>	0.54	0.56	0.56	0.55	0.55	No	No	0.52	0.54	0.57	0.54	No	No	0.50	0.50	0.50	No
<b>ES</b>	0.64	0.60	0.59	0.55	0.59	No	No	0.59	0.60	0.61	0.60	No	No	0.58	0.58	0.58	No
<b>CH</b>	0.29	0.30	0.28	0.44	0.32	No	No	0.36	0.35	0.41	0.37	No	No	0.32	0.32	0.32	No
<b>TR</b>	0.39	0.36	0.38	0.28	0.35	No	Yes	0.37	0.33	0.26	0.32	No	Yes	0.44	0.44	0.44	No
<b>UK</b>	0.58	0.57	0.53	0.53	0.55	No	No	0.59	0.56	0.57	0.57	No	No	0.58	0.58	0.58	No

Hi: Item H (criterion: at least 0.30); H: Scale H (criterion: at least 0.30); Mon 1: Violation of the first criterion of monotonicity based on rest score method; Mon 2: Violation of the second criterion of monotonicity based on rest score method; Unk: Violation of the second criterion of monotonicity based on rest score method is unknown, since at least three items are needed for this test

Light blue: pattern equivalent to the grand total, based on rank order in item difficulties

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1: Violation of the second criterion of monotonicity based on rest score method is unknown, since at least three items are needed for this test.

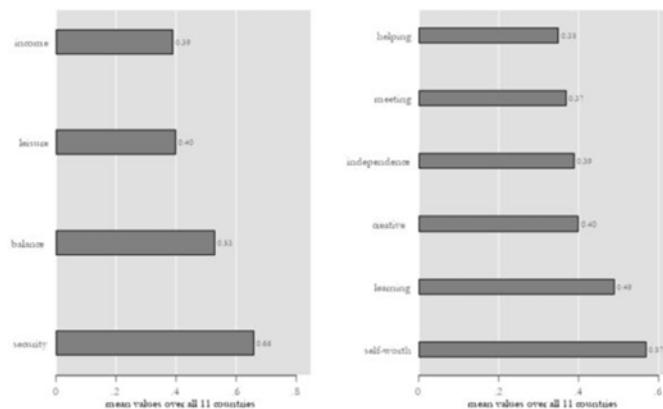
**TABLE A4:** Correlations between Extrinsic Work Values and Intrinsic Work Values, Based on Most Equivalent Scales (two and three items respectively), CUPESSSE

	<i>Correlation extrinsic-intrinsic</i>
Austria	0.32
Czech Republic	0.28
Denmark	0.31
Germany	0.32
Greece	0.57
Hungary	0.52
Italy	0.47
Spain	0.47
Switzerland	0.23
Turkey	0.52
United Kingdom	0.43
<i>Overall</i>	0.44

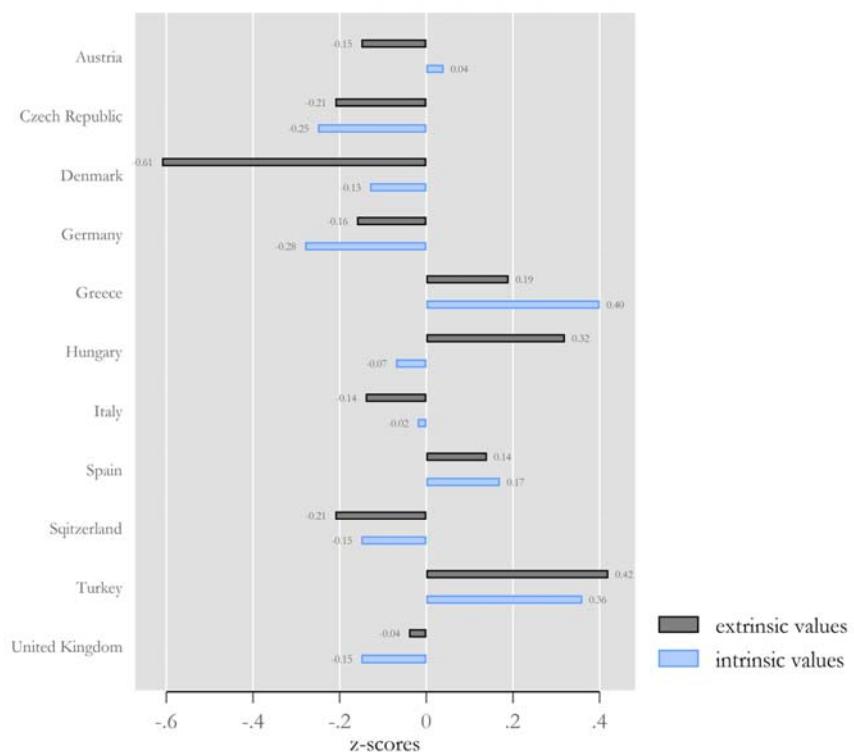
**TABLE A5:** Correlations between Extrinsic Work Values and Intrinsic Work Values, Based on Most Equivalent Scales (two items), EVS

	<i>Correlation extrinsic-intrinsic</i>
Albania	0.22
Azerbaijan	0.29
Austria	0.37
Armenia	0.39
Belgium	0.11
Bosnia Herzegovina	0.38
Bulgaria	0.20
Belarus	0.22
Croatia	0.31
Cyprus	0.39
Northern Cyprus	0.25
Czech Republic	0.35
Denmark	0.16
Estonia	0.25
Finland	0.11
France	0.19
Georgia	0.36
Germany	0.06
Greece	0.21
Hungary	0.22
Iceland	0.16
Ireland	0.33
Italy	0.24
Latvia	0.36
Lithuania	0.28
Luxembourg	0.28
Malta	0.40
Moldova	0.30
Montenegro	0.25
Netherlands	0.39
Norway	0.13
Poland	0.32
Portugal	0.52
Romania	0.22
Russian Federation	0.36
Serbia	0.40
Slovak Republic	0.38
Slovenia	0.30
Spain	0.23
Sweden	0.15
Switzerland	0.16
Turkey	0.42
Ukraine	0.38
Macedonia	0.43
Great Britain	0.24
Northern Ireland	0.28
Kosovo	0.31
<b><i>Overall</i></b>	<b><i>0.31</i></b>

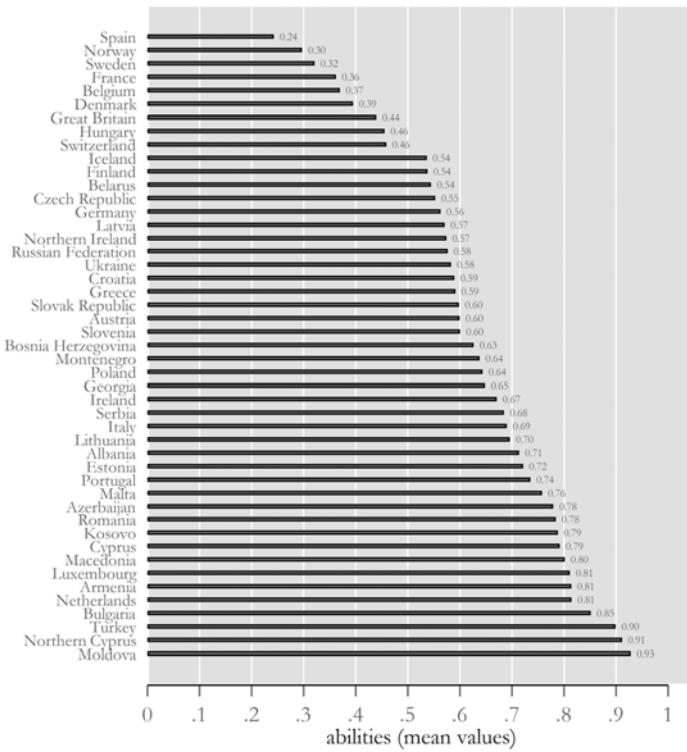
**FIGURE A1:** Mean Values of Extrinsic and Intrinsic Work Values (CUPESSE)



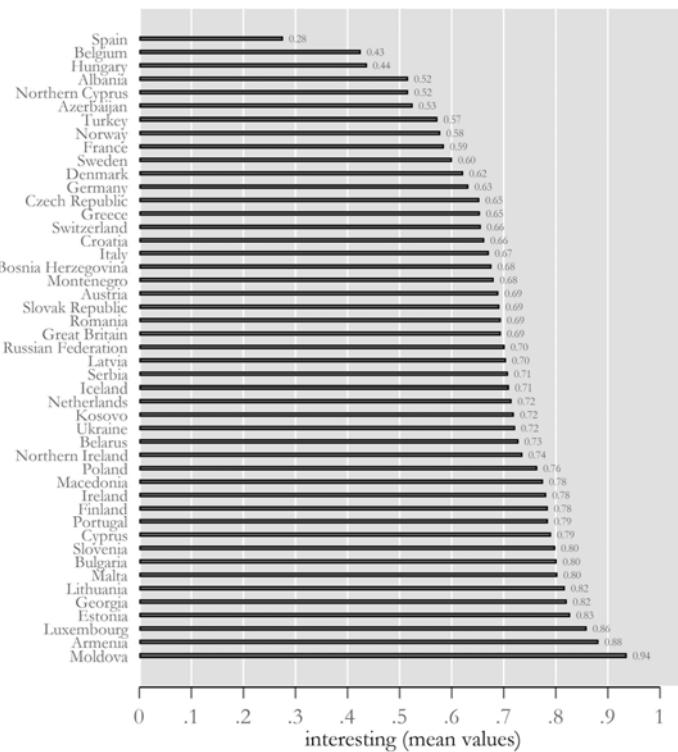
**FIGURE A2:** Differences in Z-Values – CUPESSE Data



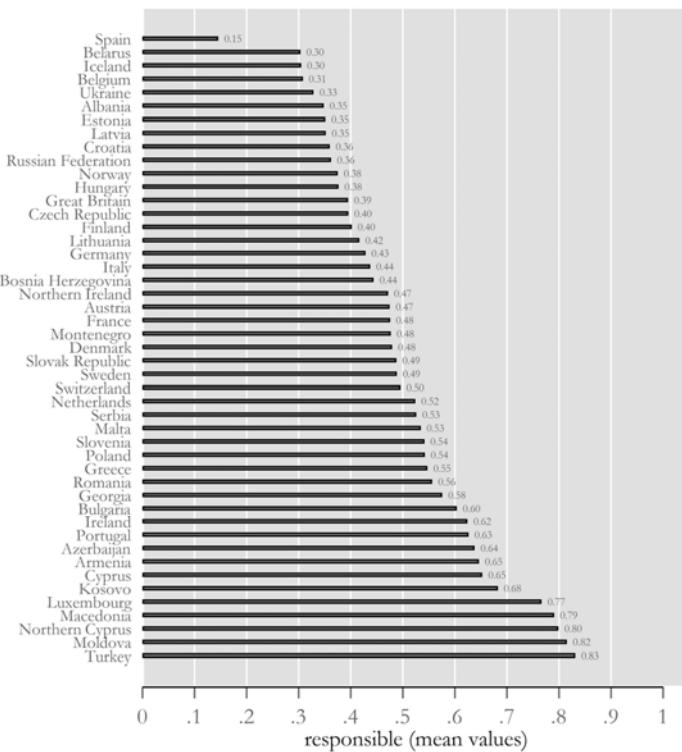
**FIGURE A3:** Mean Values over Countries (EVS) – Abilities



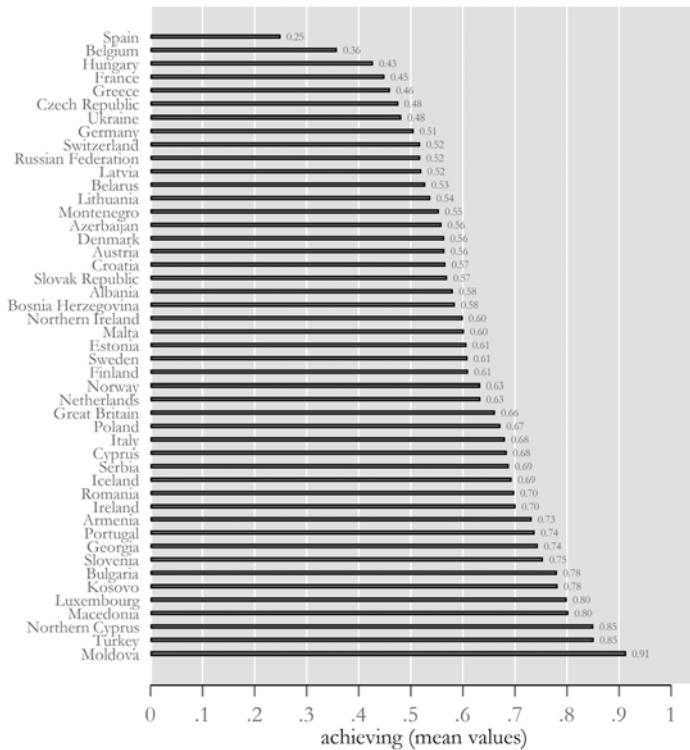
**FIGURE A4:** Mean Values over Countries (EVS) – Interesting Job



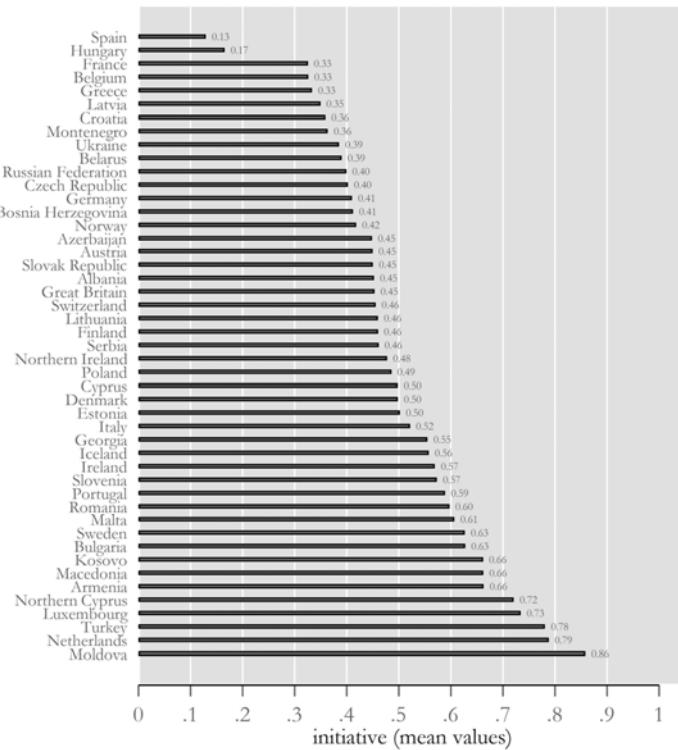
**FIGURE A5:** Mean Values over Countries (EVS) – Responsible Job



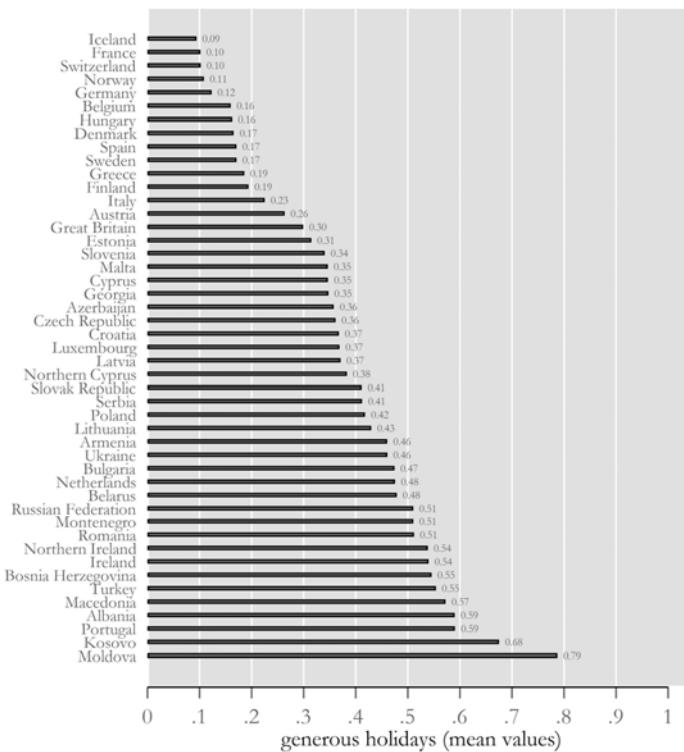
**FIGURE A6:** Mean Values over Countries (EVS) – Achieving



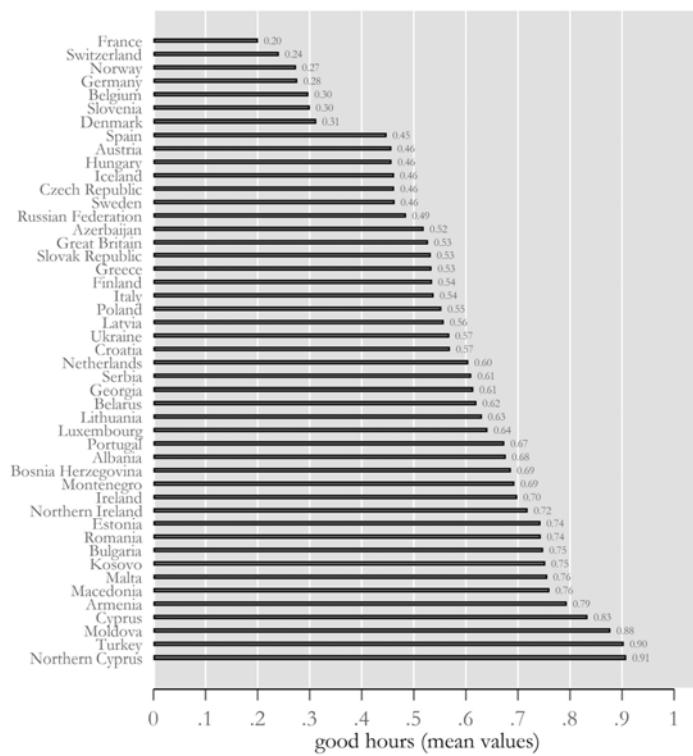
**FIGURE A7:** Mean Values over Countries (EVS) – Initiative



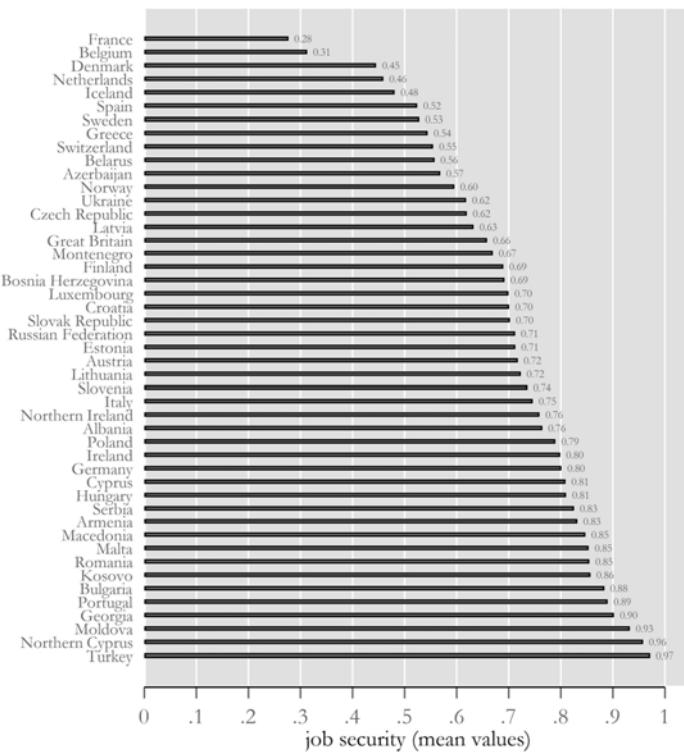
**FIGURE A8:** Mean Values over Countries (EVS) – Generous Holidays



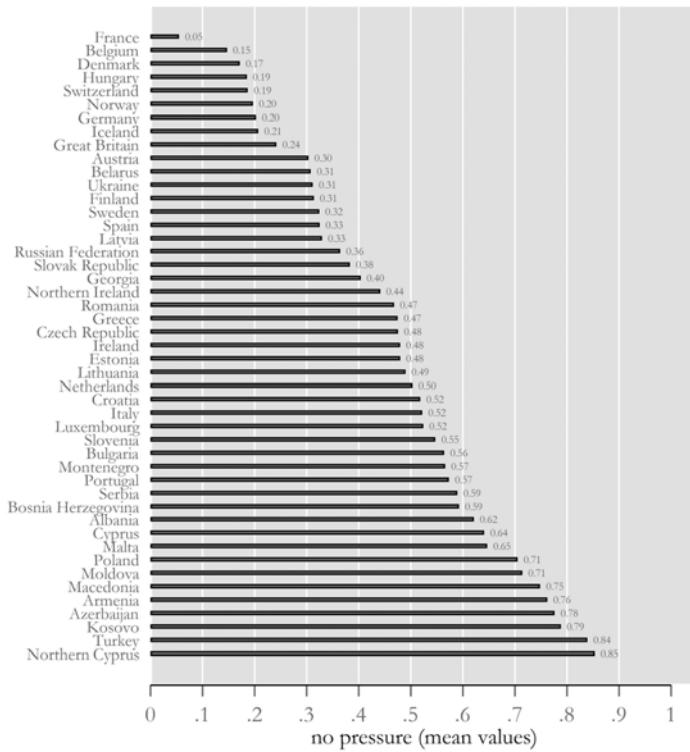
**FIGURE A9:** Mean Values over Countries (EVS) – Good Hours



**FIGURE A10:** Mean Values over Countries (EVS) – Job Security



**FIGURE A11:** Mean Values over Countries (EVS) – No Pressure



**FIGURE A12:** Mean Values over Countries (EVS) – Good Pay

