

Appendix A.

UWES 9-item scale (Seppälä et al. 2009).

1. At my work, I feel that I am bursting with energy
2. At my job, I feel strong and vigorous
3. I am enthusiastic about my job
4. My job inspires me
5. When I get up in the morning, I feel like going to work
6. I feel happy when I am working intensely
7. I am proud of the work that I do
8. I am immersed in my work
9. I get carried away when I'm working

## Appendix B.

Squared Correlations Between Latent Work Engagement Dimensions in Sample 1 Variables

 $(N = 563)$ .

Measure	1.	2.	3.
1. Vigor	1		
2. Dedication	<b>0.81</b>	1	
3. Absorption	<b>0.50</b>	<b>0.51</b>	1

*Note.* Statistically significant correlations ( $p < 0.05$ ) highlighted in bold.

## Appendix C.

Squared Correlations Between Latent Work Engagement Dimensions in Sample 2 Variables

(N = 1817).

Measure	1.	2.	3.
1. Vigor	1		
2. Dedication	<b>0.73</b>	1	
3. Absorption	<b>0.49</b>	<b>0.57</b>	1

*Note.* Statistically significant correlations ( $p < 0.05$ ) highlighted in bold.

## Appendix D.

Organizational identification adapted from Mael & Ashforth (1992).

1. When someone criticizes the company I work at, it feels like a personal insult.
2. I am very interested in what others think about the company I work at.
3. When I talk about the company I work at, I usually say “we” rather than “they”.
4. I experience my employer’s successes as my successes.
5. When someone praises the company I work at, it feels like a personal compliment.
6. If a story in the media criticized the company I work at, I would feel embarrassed.