Values Inconsistency Between Work and Home: Evaluating the

Impact on Stress and Well-Being, and the Role That Authenticity

Has to Play

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Abstract

The present study explores the impact of values inconsistency between work and home on employee's perceived stress and well-being. Values are abstract concepts that express desirable end states and direct an individual's behaviour accordingly. Previous research has shown that personal and work values may be different in nature. Research in the area of work and home personality has shown that inconsistency may be associated with lower well-being. In this study, we seek to determine whether this is true for work and home values.

Furthermore, given that felt authenticity is known to influence the relationship between personality inconsistency and well-being, this study also investigated how authenticity influences the relationship between values inconsistency and well-being. It was proposed that values inconsistency will be positively related to perceived stress and negatively related to well-being. It was also proposed that perceived authenticity will moderate these relationships: strengthening the relationship between values inconsistency and perceived stress, and weakening the relationship between values inconsistency and positive well-being.

A total of 267 participants responded to the questionnaires conducted at Time 1, with 72 responses to the corresponding questionnaires conducted at Time 2. The participants were asked to complete the Time 1 survey in either their home or work context, and then to complete the Time 2 survey in the alternate context. Relationships between values inconsistency and employee's perceived stress and well-being were explored using Pearson's r correlations. Furthermore, the impact of perceived authenticity on these relationships was investigated through moderation analysis.

Due to a relatively small sample size, along with external challenges and factors explored further in the discussion chapter, the results from the present study were not statistically significant. Although no substantial conclusions can be drawn from the findings of this study, looking at the trends in the data could be of interest for researchers wanting to explore these relationships further.

The trends in the data from the current study suggest that values inconsistency between work and home contexts negatively affects employee's well-being. More specifically, values inconsistency increases employee's perceived stress, and decreases well-being. Authenticity may also play an important part in these relationships. The trends in the data suggest that the perceived authenticity of employee's strengthens the relationship between values inconsistency and perceived stress, and weakens the relationship between values inconsistency and well-being.

This study is one of the first to compare values inconsistency between work and home contexts, evaluating the impact on employee well-being and offers a fresh perspective in the body of organisational psychology research. Practical implications of the current study include gaining a better understanding of the importance of employees' value-fit with the organisation they are working for. Poor employee-organisation values fit may lead to more stress and poorer well-being, which in turn could result in higher absenteeism and lower productivity. Therefore, posing a concern for both individuals and organisations.

Future research should focus on continuing to explore the relationships between values consistency and well-being, as well as the relationship between values and personality. The findings from the present and future studies will help to gain a better understanding of the interactions between these variables, and the importance thereof for both individuals and organisations.

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Table of Contents

List of Tables

Introduction

Values

Values are abstract concepts that express desirable end states and direct an individual's behaviour accordingly. A person's core values act as a guide for behaviour selection and the evaluation of events. Values are considered to play a central role in identity, and therefore it is expected for some level of consistency in values to be present across different contexts (Daniel, Schiefer & Knafo, 2012). Values are considered to be important to the preservation of one's identity for various reasons. Firstly, the vital process of exploring and evaluating one's own values during adolescence plays a central role during the crucial time of forming an identity (Erikson, 1968). Furthermore, when behaviours are in line with one's core values, a sensation of achieving one's personal goals is experienced (Hitlin, 2003). Finally, the consistency of values across situations can play a vital role in creating a sense of identity continuity and cohesiveness (Daniel, Schiefer & Knafo, 2012).

Rokeach's Value Survey (1973) has been a widely used instrument for measuring personal values throughout research (Braithwaite & Law, 1985). This instrument requires respondents to rank 18 terminal values, followed by 18 instrumental values by order of importance. Terminal values focus on desirable end-states of existence, referring to goals that one would desire to achieve in your lifetime. Some examples of terminal values included in Rokeach's Value Survey are Happiness, Social Recognition, Family Security, and Wisdom. Instrumental values focus on preferable modes of behaviour, referring to potential means of achieving aforementioned terminal values. Some examples of instrumental values included in Rokeach's Value Survey are Honesty, Courage, Love, and Ambition. Respondents are encouraged to rank the values in order of importance for them as individuals, by which values act as guiding principles in their lives. Though this measure was widely used, it also received its share of criticism. More specifically, researchers questioned the criteria for item selection, arguing its arbitrariness and subjectivity (Braithwaite & Law, 1985).

Using Schwartz' theory of basic human values (2012), there are ten recognisable universal values: self-direction, stimulation, hedonism, achievement, power, security, conformity, tradition, benevolence, and universalism. Schwartz' theory of basic individual values not only identifies ten motivationally distinct types of values which are universally acknowledged, it also outlines how these basic values interact with one another (Ros, Schwartz & Surkiss, 1999). The ten basic values are illustrated on a circular structure, where values that are similar or closely related sit near one another. Values that are likely to conflict

with one another are shown at opposing ends of the circular structure. These basic values can be categorised into the four higher-order values Openness to change, Conservation, Self-enhancement and Self-transcendence. Organised into the four higher-order values, Schwartz argues that there are two sets of opposing value types. Where openness to change values focus on independent thought and action, conservation values focus rather on submissive self-restriction and preserving traditional practices. Therefore, these two higher-order values form the first bipolar dimension (Ros, Schwarz & Surkiss, 1999). Likewise, where self-transcendence values have a focus on the acceptance of others as equals, self-enhancement values rather focus on pursuing one's own success and dominance. These two higher-order values form the second bipolar dimension (Ros, Schwartz & Surkiss, 1999).

Values at Work

With an understanding of basic individual values, there is also a long history of research into how values are important in the workplace. An introduction to historical research on work values provides a basic understanding of the concept. Work values, similar to basic values are also beliefs that express desirable end-states and behaviour, but within the work context, for example lucrative remuneration and interpersonal aspects of work (Ros, Schwartz & Surkiss, 1999). However, Campbell and Pritchard (1976) argued in their review of literature on work motivation that although there had been many studies conducted around work values, there had been little attention given to developing the basic structure of the concept. Elizur (1984) therefore conducted a study to identify a basic concept structure of work values.

The majority of studies on work values preceding Elizur (1984) focused on the dichotomic structure of intrinsic versus extrinsic values. However, different definitions for these types of values were used throughout research, posing a concern for research consistency (Dyer & Parker, 1975). It was questioned whether extrinsic and intrinsic values were two independent concepts, separate facets of the same concept, or elements of just one facet of the concept of work values. Elizurs' (1984) study verified the latter, in that extrinsic and intrinsic values are better described as elements of one facet. Elizurs' (1984) results verified that there are two facets of work values, facet A being the modality of outcome and facet B the relation to task performance. Facet B investigates outcome-performance relationship, which involves both organisational resources (pay, benefits) and rewards (bonus, recognition, promotion). Focusing on facet A, the modality of work outcomes is broken down into three categories. These outcomes can be either material in nature, affective

or psychological. Examples of psychological outcomes include interest, achievement and responsibility. These types of outcomes are similar to those that were addressed by intrinsic values in previous research. Extrinsic values are similar to either material or affective outcomes. Material outcomes include remuneration, benefit plans and working conditions. Whereas examples of affective outcomes include relations with people, such as supervisors and colleagues.

Ros, Schwartz and Surkiss (1999) investigated the relationship between basic individual values and work values. They argued that work values can be categorised into four value types: intrinsic, extrinsic, social or interpersonal, and prestige or power (Ros, Schwartz & Surkiss, 1999). The four types of work values are a direct reflection of the four higher-order basic individual values. Intrinsic work values focus on the pursuit of autonomy and creativity, and reflects the basic value of openness to change. Extrinsic work values focus on job security and remuneration, and reflects conservation values. Social work values focus on positive social relations in the workplace and contributing to the welfare of society, and therefore reflect self-transcendence values. Finally, prestige work values focus on authority and achievements in the workplace, which reflects self-enhancement values. Research conducted by Ros, Schwartz and Surkiss (1999) support the associations between the four work values and the four higher-order basic individual values. This research also found that there is a dynamic relationship between the four types of work values, similar to the basic individual values that they reflect. Just as openness to change and conservation values conflict with one another, intrinsic and extrinsic work values were also found to oppose each other. Social and prestige work values, just as self-transcendence and self-enhancement were also found to conflict with one another.

It is important to consider values within the work context, as values within the workplace relate to goals or outcomes individuals aim to achieve (Ros, Schwartz & Surkiss, 1999). The varying work goals are ranked in order of their importance to the individual. Therefore, these work values act as guiding principles for evaluating different work outcomes and for deciding between different work alternatives (Ros, Schwartz & Surkiss, 1999). This is important to understand when focussing on the motivation and retention of employees, as it identifies what the individual is seeking from their employer and in their career. Employees who are driven by extrinsic work values are more likely to be motivated and loyal to an organisation which offers desirable remuneration and security. Whereas an employee who is driven by social work values is more likely to be motivated and loyal to an organisation that

fosters positive working relationships and addresses their corporate social responsibility by giving back to their community.

As mentioned previously, values are central to construction of identity, and therefore researchers anticipate some level of consistency of individuals' values between varying contexts (Daniel, Schiefer & Knafo, 2012). There are different measures of values consistency. Differential consistency of values considers the consistency of individual differences within a group of individuals over time, focussing on the individual's retention of their relative placement in the group (Capsi & Roberts, 2001). Differential consistency is best demonstrated using a correlation coefficient. Absolute consistency is focused on the permanence of the importance of different values across varying contexts and is best demonstrated by comparing group means in repeated measures analysis of variance (Capsi & Roberts, 2001). Ipsative consistency portrays value consistency of an individual in comparison to themselves, rather than in comparison to others. Ipsative consistency focuses on the disposition of variables innate to an individual across varying contexts (Daniel, Schiefer & Knafo, 2012). Therefore, Ipsative consistency is best used to assess continuity at the individual level (Capsi & Robert, 2001). These measures of values consistency can co-exist and are independent of one another. Previous research has established that values show absolute and ipsative contextualization, however, have not compared individual basic values with work values. Focussing on ipsative consistency, this study will aim to investigate how values consistency between work and home contexts affect well-being, and whether this relationship is moderated by authenticity.

Well-Being

Although there have been varying definitions of the term well-being, in general the term refers to the evaluation of an individuals' life situation (Thompson & Livingston, 2018). It is important to note that although the terms 'health' and 'well-being' are often used inter-changeably, there is a clear distinction between the two (Thompson & Livingston, 2018). The term 'health' refers to a person's physical health and is objective in nature, whereas the term 'well-being' refers to a person's subjective observation of their own physical, mental and emotional well-being (Thompson & Livingston, 2018). It is possible for an individual to be in good health however have poor well-being, and vice versa. Current conceptualisations and measures of well-being have many common properties (Longo, Coyne & Joseph, 2017). Most constructs that are used as indicators for well-being consist of subjective feelings and evaluations (Kashdan, Biswas-Diener & Kind, 2008). The subjective experiential nature of

4

these constructs is a commonality in all but 4 of the 49 constructs evaluated by Longo and colleagues (2017) in six varying conceptualisations of well-being. A simple summary definition of well-being is given by Huppert and So (2013) as "the experience of life going well" (p. 149), which recognises the subjective nature of the well-being indicators.

Linton and colleagues (2016) conducted an overview of 99 self-report measures of well-being in adults in aim to provide researchers more clarity in which measures to use when conducting research in this field. With the ambiguity of the definition of the concept well-being, varying measures have been developed and used in research in past years. These measures all have differentiating dimensions of well-being that they focus on, posing a concern for consistency in findings. Linton and colleagues (2016) identified 196 varying dimensions across the 99 measures, categorised into the 7 key themes: Mental, Social, Physical, Global well-being, Activities and functioning, and Personal circumstances. Linton and colleagues (2016) also found that well-being was conceptualised as a multidimensional construct often divided into subjective and objective well-being, with subjective well-being partitioned into a cognitive component which is centred on individuals' evaluation of their own lives, and an affective component centred on feelings and emotional states (Linton et al. 2016). In this study, well-being is defined as an individual's self-evaluation of their quality of life, feelings, and emotional states.

Thompson and Livingston (2018) address how workplace well-being is important for both individuals and organisations. This is attributable to the benefits of positive workplace well-being, and the potentially detrimental consequences of poor workplace well-being. Thompson and Livingston (2018) argue that workplace well-being encompasses how individuals and organisations respond to the challenges of stress, bullying and harassment, workplace violence, sick absences, and work-life balance. Relating to the cognitive and affective components of well-being identified by Linton and colleagues (2016), individuals' resilience and response to the workplace demands and challenges can have negative effects on the individual's well-being as well as impact organisational outcomes. High levels of stress can lead to an increase in error rate and result in workers who are not performing near optimal expectations (Thompson & Livingston, 2018). Failure to respond effectively to demands causing high stress levels can have adverse effects for both the individual and the organisation. Other aspects that may have an impact on workplace well-being is bullying and harassment within the workplace, and workplace violence. These aspects, when present can have longitudinal psychological ramifications for those involved (Thomson & Livingston, 2018). When employees are exposed to poor workplace conditions leading to poor workplace

well-being, it can have some serious effects on organisational outcomes. For example, stress, bullying and harassment, and workplace violence can result in an increase in sickness absences and a decrease in employee performance (Thomson & Livingston, 2018).

This research project aims to investigate the impact of values consistency between work and home on an individual's well-being. Based on the above research, the following has been hypothesised:

Hypothesis 1a) Values inconsistency between work and home is associated with lower levels of positive well-being.

Hypothesis 1b) Values inconsistency between work and home is associated with higher levels of perceived stress.

Authenticity

A general definition of the term authenticity is when an individual's actions reflect their true self by portraying their thoughts and feelings accurately (Wang, 2016). Some researchers believe that authenticity is being aware of and acting in accordance with the true self (Kuntz & Abbott, 2017). Throughout past empirical research, authenticity is well known for its ambiguity when it comes to the underlying constructs and boundaries of the concept. Furthermore, until recently there were limited validated measures of the construct, and concerns of the reliability of validated self-report measures are still circling (Knoll et al., 2015). Past research on authenticity has put forth varying arguments for what it means to be authentic. There are arguments for the belief that authenticity reflects the true self whilst overcoming the influence of external forces (White, 2011). However, Schmid (2005) argues that humans as fundamentally social beings are bound to be affected by their external social environment. Another debate around authenticity is whether it is a trait-based phenomenon or state-based concept. Researchers who argue that authenticity is trait-based conceptualize the phenomenon as a temporal, stable disposition which is not expected to change over time or in varying contexts (Van den Bosch & Taris, 2014). However, state-based authenticity is conceptualized as the degree of compatibility between an individual and the environment they are in (Van den Bosch & Taris, 2014). With the varying characteristics of the different environments we as humans encounter, the perceived authenticity of an individual may change also. Wood and colleagues (2008) explore the relationship between the individual and their social environment, theorising that authenticity involves rejecting external influences.

Based on the person-centered conceptualisation of authenticity, Wood, Linley, Maltby, Baliousis, and Joseph (2008) developed and validated the Authenticity Scale (AS) which

measures authenticity as a tripartite construct. Wood and colleagues (2008) suggest that authenticity is the congruity between an individuals' primary experiences, their symbolised awareness, and their behaviour. The AS measures this tripartite conceptualisation of authenticity through the three subscales of self-alienation, authentic living and accepting external influences. The subscale of self-alienation focusses on the inevitable discord between one's primary experiences and conscious awareness (Wood et al., 2008). The authentic living subscale centres on the congruence between behaviour and conscious awareness of states, emotions and beliefs. The final subscale of accepting external influences addresses that humans are fundamentally social beings. The social environment is argued to influence both self-alienation and authentic living. Using reverse coding, this subscale associates higher authenticity with higher levels of the rejection of external influences. Kernis and Goldman (2006) offers a more complex view of authenticity, incorporating social variables such as 'openness in interpersonal relationships' to the model.

Kernis and Goldman (2006) investigated how authenticity as a multi-component conceptualization relates to various aspects of psychological well-being. Through this research they developed and validated the Authenticity Inventory 3 (AI3). The AI3 measures the four facets that Kernis and Goldman (2006) argue to be essential to authenticity. This multi-component conceptualization of authenticity suggests the four essential facets to be a) self-awareness and understanding, b) the unbiased processing of self-relevant evaluative information, c) behaviour, and d) relational orientation (Kernis & Goldman, 2006). The facet of awareness captures an individuals' knowledge and understanding of their true self. This includes being aware of one's own dispositional characteristics, strengths and weaknesses, and likes and dislikes (Kernis & Goldman, 2006). Unbiased processing refers to one's ability to be objective in respect to internal experiences and information processing. This includes positive and negative self-aspects and emotions. The behaviour component refers to acting in accordance with one's values, and not acting in a manner that stands in contrast with one's true self for the sake of pleasing others or seeking social approval. It is important to note that whilst these three facets are inter-related, they are independent of one another (Kernis & Goldman, 2006). The final facet in Kernis and Goldman's (2006) multi-component conceptualisation of authenticity is relational orientation. This facet, relational in nature, concerns one's value for openness and truthfulness in interpersonal relationships.

Wang (2016) argues that authenticity is achieved by balancing self-oriented and others-oriented behaviours. When an individual acts in accordance with the extreme of others-oriented behaviours, they are likely concerned with social approval. These individuals are

likely to behave in a manner that endeavours for the approval of others, and in turn may supress their own inner inclinations. At the other extreme of egocentric-oriented behaviour, an individual likely has little regard for the consideration of others and therefore act on their own inclinations without contemplating the impact of their words or actions on others. Results from Wang's (2016) research verified that deviations from balanced authenticity have significant effects on an individuals' psychological and subjective well-being. Individuals who demonstrate ego-centric authenticity are likely to have a decline in well-being due to poor interpersonal relationships. Contrariwise, individuals who exhibit others-oriented authenticity are likely to have a low sense of autonomy and in turn are likely to report poor well-being. Knoll and colleagues (2015) combined the preceding research from Wood and colleagues (2008) and Kernis and Goldman (2006) to develop an integrated model of authenticity, validated to be used in organisational contexts.

Knoll, Meyer, Kroemer and Schröder-Abé (2015) argue that prior conceptualizations of authenticity are unidimensional which associate authenticity with being in line with and expressing one's true self. However, with the perdurable debate on whether a true self exists, these unidimensional conceptualizations need further evidence. Knoll and colleagues (2015) address the incompatibility between the AI3 (Kernis & Goldman, 2006) and AS (Wood et al., 2008) with measuring authenticity in organisational settings. Whilst these two measures incorporate a multi-dimensional conceptualisation of authenticity, Knoll and colleagues (2015) argue that there are still ambiguities regarding the content and boundaries of the concept. Observing that both the AS and AI3, as well as other authenticity research have two overlapping dimensions throughout, Knoll and colleagues (2015) suggest an integrated model of authenticity which is composed of a self- and expression-oriented dimension. The first dimension referred to as authentic self-awareness measures the extent to which individuals strive for self-awareness and understanding the internal states and dispositional characteristics which forms their identity. Unlike conceptualisations which argue for one 'true self', authentic self-awareness focusses on the ongoing exploration of ones' identity (Knoll et al., 2015). The second dimension, referred to as authentic self-expression is manifested by individuals who unfailingly exhibit their achieved identity through their actions, choices and communication (Knoll et al., 2015). It is argued that authentic self-expression does not reject external influences, however is flexible in finding consonance between self-expression true to ones' identity and fulfilling external social roles, such as work duties for example.

Research conducted by Sutton (2018) focussed on the effects of personality differentiation between work and home contexts on employee's well-being, and how authenticity impacts this relationship. Findings from this research suggested that authenticity predicts a considerable proportion of employee's well-being, but that personality differentiation was unrelated to well-being. This research study aims to expand on this work by addressing the impact of work and home values consistency on an individual's well-being; and whether perceived authenticity moderates this relationship. Based on the above research, the following has been hypothesised:

Hypothesis 2a) Perceived Authenticity will moderate the relationship between values inconsistency and positive well-being, with higher perceived authenticity leading to a weaker relationship between the two variables.

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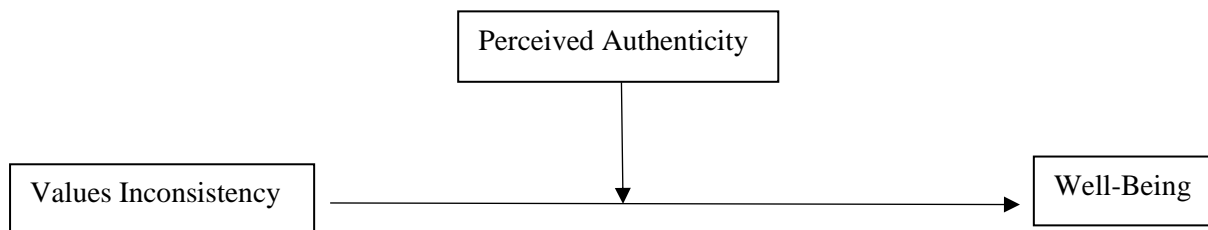
Hypothesis 2b) Perceived Authenticity will moderate the relationship between values inconsistency and perceived stress, with higher perceived authenticity leading to a stronger relationship between the two variables.

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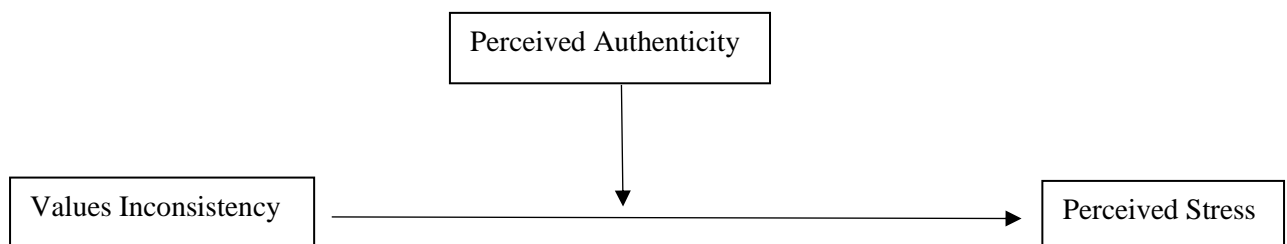
Method

Procedure

Ethical approval for this research was granted by the School of Psychology Human Research and Ethics Committee of the Faculty of Arts and Social Sciences, University of Waikato. Participant recruitment was carried out using several methods. First, contact was made with companies through personal contacts via email inviting them to support participant recruitment in this research project. The email contained information outlining in detail the purpose of this research project, how participants can participate and contribute, along with an electronic anonymous link to the research survey (Appendix A). Companies were asked to distribute this information to their employees, inviting them to participate in the research project. Second, the social media platforms Facebook and LinkedIn were used to disseminate a brief description of the research project to the researcher's contacts, very similar to the email sent to the companies, along with the electronic anonymous link to participate in the research (Appendix A). Third, snowballing sampling was used. Some participants advised that they knew of other individuals who may wish to participate, these individuals were granted permission to pass on the research project details, provided that all the original email/social media post information were included.

All participants were asked to complete a questionnaire at Time 1 in either their work or home context, and to complete the same questionnaire at Time 2 in the alternative context. The online platform Qualtrics was used to develop and distribute the questionnaire. This platform allowed for the Time 2 questionnaire to be sent out to participants after a 14-day interval of completing the Time 1 questionnaire, whilst preserving anonymity of participants.

Participants

Participants were recruited between February and May 2020 through the platforms aforementioned. Participants in this study included employees who worked full time for any employer. The participants were not recruited from a particular country or job field. There were a total of 267 participants who started the first online questionnaire. Of these, 89 participants failed to fully complete the first survey, and 106 failed to complete the second survey and were therefore removed from the final analysis to protect internal validity. This left a total of 72 participants with matched Time 1 and Time 2 data in the final analysis of questionnaire responses. All of these participants indicated that they work 30 or more hours per week. To preserve anonymity, no further personal or identifiable questions were asked.

Measures

This questionnaire was developed using previously established measures that have been used in prior research. The questionnaire consisted of 53 items in total, which included items measuring the individuals' values, well-being, perceived authenticity and role satisfaction/preference.

Previous research studies have used both Schwartz' basic values measure and Schwartz' work values measure to compare values between contexts (Ros, Schwartz & Surkiss, 2012). However, in the present study an adapted version of Schwartz' measures; the 20-Item Values Survey (Sandy et al., 2017) was used in order to ensure the same items were being measured between both work and home contexts. Schwartz' model was chosen as it has been applied to both personal and organisational contexts in preceding research and was therefore deemed most appropriate for the present study's research goals.

The Perceived Stress Scale (Cohen et al., 1983) has been selected to measure the perceived stress of respondents in the current study. This measure was selected due to its previously proven reliability and validity, as well as its 'easy to understand' nature.

The Self-Evaluated Quality of Life Questionnaire (Ventegodt et al., 2003) has been selected to measure perceived positive well-being in the present study. This measure was selected due to its previously proven reliability and validity, as well as its acknowledgement of cultural differences. Furthermore, it is one of the only measures evaluated by Linton and colleagues (2016) which accounted for all 7 key themes of well-being.

This Integrated Model of Authenticity (Knoll et al., 2015) has been selected to provide a better understanding of individuals' perceived authenticity in the current study. This measure was selected due to its previously proven reliability, and its validation in organisational contexts.

Twenty-Item Value Inventory: Sandy, Gosling, Schwartz, and Koelkebeck's (2017) 20-Item Value Inventory was used to assess the personal and work values of participants. The Inventory assesses 10 values using 2 items each. This measure used a 6-point Likert Scale and included questions such as "I believe I should always show respect to my parents and to older people. It is important to me to be obedient" and "Getting ahead in life is important to me. I strive to do better than others." Unfortunately, the Cronbach's alpha for each of the 10 subscales presented low reliabilities. Therefore, the items were combined into 4 subscales representing the four higher-order work values: Interpersonal (questions 3, 4, 13 and 14), Extrinsic (questions 1, 2, 10, 11, 12 and 20), Intrinsic (questions 5, 6, 7, 15, 16, and 17), and

Prestige (questions 7, 8, 9, 17, 18 and 19). Value scores were calculated using the sum of all the items for each scale.

     Perceived Stress Scale: Cohen, Kamarck and Mermelstein's (1983) 14-item Perceived Stress Scale (PSS) was used to assess participants' stress over the previous month. The scale was rated on a 5-point Likert scale and included questions such as "In the last month, how often have you felt that you were unable to control the important things in your life?" and "In the last month, how often have you dealt successfully with irritating life hassles?". PSS Home and Work scores were calculated as the sum of responses to all items.

     Role satisfaction/preference: Sheldon, Ryan, Rawsthorne, and Ilardi's (1997) 2-item Role satisfaction/preference (RSP) was used to assess participants' general satisfaction in their home and work context. The scale was measured on a 7-point Likert Scale and included the two questions "How satisfied are you with your work/home life as a whole?" and "Would you prefer to spend more or less time in your work/home role?". These questions were context dependent and participants were asked to answer based on the context they were in whilst completing the questionnaire.

     Self-Evaluated Quality of Life Questionnaire: Ventegodt, Merrick and Andersen's (2003) 8-item Self-Evaluated Quality of Life Questionnaire (SEQOL) was used to assess participants perceived positive well-being and was measured on a 5-point Likert Scale. This scale included questions such as "How satisfied are you with life right now?", "How happy are you now?" and "How meaningful is your life now?" SEQOL Home and Work scores were calculated as the sum of responses to all items.

     Integrated Model of Authenticity: Knoll, Meyer, Kroemer and Schröder-Abé's (2015) 8-item Integrated Model of Authenticity scale was used to assess participants perceived authenticity and was measured on a 7-point Likert Scale. This scale included questions such as "I understand why I think about myself the way I do" and "For good or worse, I know who I really am." Perceived authenticity Home and Work scores were calculated as the sum of responses to all items.

Data Analysis

     Multiple data analyses were undertaken on both Time 1 and Time 2 data sets to evaluate the support for the research questions outlined in the introduction. The data collected through Qualtrics was imported into IBM Statistical Package for Social Sciences (SPSS 26) in order to conduct data analysis.

Missing Data: In the instance where either survey 1 or survey 2 was incomplete, the participant was removed from the final analysis data set. All questions were compulsory and participants were unable to proceed with the survey if any fields were left blank. Therefore, there was no missing data in submitted questionnaires. Ultimately, there were 72 participants with corresponding Time 1 and Time 2 surveys.

Recoding of Variables: In order to prevent response bias, the Perceived Stress Scale and Integrated Model of Authenticity have some negatively worded items. Before proceeding to data analysis, these reverse scored items were recoded in order for accurate data analysis to occur.

Descriptive Statistics: In order to obtain information in regards to the frequencies, means, skew, and kurtosis of the data, descriptive statistical analysis was conducted. It is strongly recommended that researchers evaluate the skew and kurtosis of data before continuing with data analysis, in order to assess whether data is normally distributed or whether data needs to be transformed. In congruence with the guidelines from Kline (2011), extreme values of skewness are indicated by values greater than +/- 3, whereas extreme values of kurtosis are indicated by values greater than +/- 8. The results from the descriptive statistics for the present study indicated that there were no extreme values of skewness nor kurtosis. Therefore, transformation of data was not required. (See Table 1).

Reliability Analysis: In order to assess the reliability of the scales used in the present study, Cronbach's Alpha was calculated for each scale, using the combined data from Time 1 and Time 2 responses. In accordance with the guidelines from Field (2018) and Gliem & Gliem (2003), Cronbach's alpha values which are greater than 0.7 are indicative of a reliable scale. More specifically, values of 0.7 indicate acceptable reliability, 0.8 indicates good reliability, and 0.9 indicates excellent reliability (Gliem & Gliem, 2003). For the purposes of the present study, any scale which presented a Cronbach's alpha value below 0.7 was considered unreliable and disregarded in order to protect internal reliability. The two items representing role satisfaction/preference were disregarded due to having a low Cronbach's alpha and therefore being considered unreliable (α=0.47). The reliabilities of all the measures used are reported in Table 3 and will be elaborated on in the following chapter.

Comparing home and work responses: For the PSS, well-being and authenticity scales, means scores were calculated for the home context and separately for the work context.

Values inconsistency: In order to evaluate values inconsistency, the absolute difference score was calculated for each Value Subscale, which gives a measure of the size of

the difference of values between the work and home context, regardless of whether there is an increase or decrease.

Correlation Analysis: A correlation analysis was conducted using Pearson's *r* product moment correlations in order to identify any significant correlations between the variables. In addition, the correlation analysis was used to ascertain if there was any support for hypothesis 1a and 1b. In order to distinguish whether values inconsistency has a significant relationship with well-being, Pearson's *r* was calculated using the absolute difference score on each Value Subscale against both perceived stress at work and positive well-being at work. The results from this analysis are reported in Table 4 and will be discussed in more detail in the following chapter. Significant correlations are indicated by *p* values which are between 0.05, 0.01 or 0.001.

Moderation Analysis: Using Hayes Process plug in for SPSS, moderation analyses were carried out to test hypothesis 2a and 2b. The objective of the moderation analysis was to investigate whether perceived authenticity either strengthened or weakened the relationship between values inconsistency with perceived stress and positive well-being. A moderation effect was examined by assessing whether there was a significant interaction effect between the predictor and moderator variables. The results from the moderation analysis were also used to determine whether values inconsistency significantly predicted perceived stress and positive well-being at work.

Table 1

Descriptive statistics for each context (Work & Home).

	N	Mean	St. Dev.	Skew	Kurtosis
Work					
PSS	72	15.61	5.37	.71	2
SEQOL	72	21.86	5.08	-.78	.37
IMA	72	32.06	5.48	-.71	.04
Home					
PSS	72	15.89	5.45	.30	.68
SEQOL	72	21.97	4.74	-.97	.83
IMA	72	32.10	5.77	-.32	-.04

*Note. PSS = Perceived Stress Scale; SEQOL = Self-Evaluated Quality of Life Questionnaire; IMA = Integrated Model of Authenticity

Table 2

Descriptive statistics for each Value subscale (absolute difference scores)

	N	Mean	St. Dev.	Skew	Kurtosis
Interpersonal	72	.48	.51	2.32	7.52
Extrinsic	72	.39	.32	.77	-.18
Intrinsic	72	.38	.41	2.84	7.81
Prestige	72	.49	.47	2.11	7.58

Table 3

Reliability Analysis

	Cronbach's Alpha (α)	Number of items
PSS	.85	10
SEQOL	.88	8
IMA	.71	8
Values Subscales		
Interpersonal	.76	4
Extrinsic	.74	6
Intrinsic	.76	6
Prestige	.76	6

Note. PSS = Perceived Stress Scale; SEQOL = Self-Evaluated Quality of Life Questionnaire; IMA = Integrated Model of Authenticity

Table 4

Pearson's product moment correlations for all variables.

Variable	N	M	SD	W	1	2	3	H	4	5	6	V	7	8	9	10
Work																
1. PSS	72	15.61	5.37		--											
2. SEQOL	72	21.86	5.08		-.654**	--										
3. IMA	72	32.06	5.48		-.576**	.499**	--									
Home																
4. PSS	72	15.89	5.45		.662**	-.542**	-.537**		--							
5. SEQOL	72	21.97	4.74		-.415**	.672**	.351**		-.543**	--						
6. IMA	72	32.10	5.77		-.427**	.442**	.633**		-.524**	.583**	--					
Values Inconsistency (Absolute Difference Score)																
7. Interpersonal	72	.48	.51		.198	-.165	-.244*		.091	-.083	.027		--			
8. Extrinsic	72	.39	.32		.154	-.105	-.162		.022	-.005	-.016		.186	--		
9. Intrinsic	72	.38	.38		.117	-.139	-.279*		.158	-.061	.054		.537**	.245*	--	
10. Prestige	72	.49	.49		.126	-.136	-.249*		.043	-.033	.015		.370**	.242*	.706**	--

***Note. PSS = Perceived Stress Scale; SEQOL = Self-Evaluated Quality of Life Questionnaire; IMA = Integrated Model of Authenticity
**. Correlation is significant at the .01 level (2-tailed)
*. Correlation is significant at the .05 level (2-tailed).

Results

Reliability Analysis

Using Cronbach's Alpha (α), the Perceived Stress Scale, Role Satisfaction/Preference, Self-Evaluated Quality of Life Questionnaire, Integrated Model of Authenticity, and Twenty-Item Value Inventory Subscales were all tested for internal reliability. As recommended by Briggs and Cheek (1986) scales are deemed reliable if α= >0.7. The Perceived Stress Scale consisted of 10 items and presented good reliability (α= 0.85). The Role Satisfaction/Preference consisted of 2 items and represented low reliability (α= 0.47). Therefore, this scale was deemed unreliable and was not utilized for further analysis. The Self-Evaluated Quality of Life Questionnaire consisted of 8 items and presented good reliability (α= 0.88). Finally, the Integrated Model of Authenticity consisted of 8 items and presented acceptable reliability (α= 0.71). Each of Higher Order Values were also tested for internal reliability and all four presented acceptable reliability. The Interpersonal subscale consisted of 4 items (α= 0.76). The Extrinsic subscale consisted of 6 items (α= 0.74). The Intrinsic subscale consisted of 6 items (α= 0.76) and the Prestige subscale consisted of 6 items (α= 0.76). (See Table 3).

Descriptive Statistics

The Descriptive Statistics including mean, standard deviation, skew and kurtosis for all the variables are presented in Table 1. The mean for perceived stress at work and home was measured on a scale from fourteen to seventeen (14= low stress and 70= high stress). The mean well-being score at work and home was measured on a scale from eight to forty (8= low perceived positive well-being and 40= high perceived positive well-being). The mean authenticity score at work and home was measured on a scale from eight to fifty-six (8= low perceived authenticity and 56= high perceived authenticity).

Means across all aforementioned variables ranged from 15.61 to 32.10 as shown in Table 1. On average, participants presented low levels of perceived stress at work (*M*= 15.61, *SD*= 5.37) and at home (*M*= 15.89, *SD*= 5.45). Participants on average presented medium levels of perceived positive well-being at work (*M*= 21.86, *SD*= 5.08) and at home (*M*= 21.97, *SD*= 4.74). Participants on average indicated higher levels of perceived authenticity at work (*M*= 32.06, *SD*= 5.48) and at home (*M*= 32.10, *SD*= 5.77).

Means for the absolute difference scores of the Values Subscales were measured on a scale of zero to thirty (0= no difference between work and home and 30= large difference

between work and home). On average, participants presented very low levels of values inconsistency across all subscales. Interpersonal values (*M*= 0.48, *SD*=0.51), Extrinsic values (*M*= 0.39, *SD*=0.32), Intrinsic values (*M*= 0.38, *SD*=0.41), Prestige values (*M*= 0.49, *SD*=0.47). (See Table 2).

<u>Correlation Analysis</u>

Pearson's product moment correlations were conducted to evaluate correlations between variables to determine whether there was any support for hypothesis 1a and 1b. Table 4 presents the correlation coefficients between these variables in the present study. Pearson's correlation indicates whether there is a positive or negative correlation between variables and ranges from -1 to +1 (Pallant, 2016). Following the guidelines of Pallant (2016), Pearson's correlations indicate whether there is a small (*r*= 0.1 to 0.29), medium (*r*= 0.3 to 0.49) or large (*r*= 0.5 to 1) correlation between variables. It is also important to consider the significance of the correlation output, which will determine whether there is support for the correlation hypotheses.

Hypothesis 1a values inconsistency and well-being: It was hypothesised that values inconsistency between work and home is associated with lower levels of perceived positive well-being. It is therefore expected that values inconsistency will have a negative correlation with positive well-being. None of the relationships reached significance, though there is a small trend towards values inconsistency being associated with lower well-being. (See Table 4).

Hypothesis 1b values inconsistency and stress: It was hypothesised that values inconsistency between work and home is associated with higher levels of perceived stress. It is therefore expected that values inconsistency will have a positive correlation with perceived stress. Once more, whilst the correlations are trending in the expected direction, none of these correlations were statistically significant and therefore no substantial conclusions can be drawn from this data. (See Table 4).

Moderation Analysis

Preceding moderation analyses, the data for all predictor (values subscales) and moderator (authenticity) variables were assessed to ensure that there were no violations of assumptions of normality, linearity, multicollinearity and homoscedasticity. There was no violation of these assumptions and therefore moderation analyses were carried out.

Hypothesis 2a values inconsistency and well-being: It was hypothesised that perceived authenticity will moderate the relationship between values inconsistency and positive well-being, with higher perceived authenticity leading to a stronger relationship between the two variables. This hypothesis was tested using the Process plug in for IBM SPSS, using the Values difference scores as predictors, positive well-being at work as the outcome variable, and assessing the interaction between the Values Subscales and authenticity. Once more, it is expected that values inconsistency (that is, a greater work-home difference score) will be negatively correlated with well-being. This was tested for each Values Subscale independently.

Interpersonal Values

The overall moderation analysis model was significant for the Interpersonal Subscale ($F(7.710)$, $p= <0.001$, $R^2= 0.25$). However, the effect of values inconsistency on perceived positive well-being was not significant ($b= 0.07$, s.e= 0.14, $p= 0.59$).

Extrinsic Values

The overall moderation analysis model was significant for the Extrinsic Subscale ($F(7.990)$, $p= <0.001$, $R^2= 0.26$). Whilst the effect of values inconsistency on perceived positive well-being is negative as expected, the effect was not significant ($b= -0.29$, s.e= 0.28, $p= 0.31$).

Intrinsic Values

The overall moderation analysis model was significant for the Intrinsic Subscale ($F(7.503)$, $p= <0.001$, $R^2= 0.25$). Whilst the effect of values inconsistency on perceived positive well-being is negative as expected, the effect was not significant ($b= -0.009$, s.e= 0.16, $p= 0.96$).

Prestige Values

The overall moderation analysis model was significant for the Prestige Subscale ($F(7.557)$, $p= <0.001$, $R^2= 0.25$). Whilst the effect of values inconsistency on perceived positive well-being is negative as expected, the effect was not significant ($b= -0.05$, s.e= 0.15, $p= 0.74$).

Due to all moderation analysis models presenting insignificant effect sizes, hypothesis 2a was not supported.

Hypothesis 2b values inconsistency and stress: It was hypothesised that perceived authenticity will moderate the relationship between values inconsistency and perceived stress, with higher perceived authenticity leading to a weaker relationship between the two variables. This hypothesis was tested using the Process plug in on IBM SPSS, using the Values Subscales as predictors, perceived stress at work as the outcome variable, and assessing the interaction between the Values Subscales and authenticity. This was tested for each Values Subscale independently.

Interpersonal Values

The overall moderation analysis model was significant for the Interpersonal Subscale (F(11.554), p= <0.001, R^2= 0.34). Whilst the effect of values inconsistency on perceived stress is positive as expected, the effect was not significant (b= -0.06, s.e= 0.14, p= 0.66).

Extrinsic Values

The overall moderation analysis model was significant for the Extrinsic Subscale (F(12.021), p= <0.001, R^2= 0.35). Whilst the effect of values inconsistency on perceived stress is positive as expected, the effect was not significant (b= -0.3, s.e= 0.28, p= 0.3).

Intrinsic Values

The overall moderation analysis model was significant for the Intrinsic Subscale (F(12.094), p= <0.001, R^2= 0.35). Whilst the effect of values inconsistency on perceived stress is positive as expected, the effect was not significant (b= -0.19, s.e= 0.16, p= 0.24).

Prestige Values

The overall moderation analysis model was significant for the Prestige Subscale (F(12.743), p= <0.001, R^2= 0.36). The effect of values inconsistency on perceived stress is positive as expected, and effect is significant (b= -0.25, s.e= 0.15, p= 0.09).

Hypothesis 2b was not supported for Interpersonal, Extrinsic and Intrinsic values. However, the results suggest that there is a significant positive effect of inconsistency of Prestige values between work and home on individuals' perceived stress, with authenticity moderating the strength of this relationship.

Discussion

The present study was designed to explore the relationship between values inconsistency on employee's well-being at work. Furthermore, the current study aimed to investigate whether perceived authenticity plays a role in this relationship, by strengthening or weakening the correlation between the predictor and outcome variables. Though the results from the present study were not statistically significant, the results indicate a trend in the expected direction. Moreover, there are external global factors which may have impacted the data collection, which need to be taken into consideration when analysing the results from this study.

By studying the relationship between values inconsistency and employee well-being, the present study indicated that inconsistency of Extrinsic and Intrinsic values may have a negative effect on well-being at work and a positive effect on perceived stress at work. The results however indicated that authenticity did not moderate the relationship between values inconsistency and well-being.

The following discussion has been partitioned into segments; an evaluation of the direct relationship between values inconsistency and employee well-being; discussion and interpretation of moderation analysis findings; discussion of the practical implications of the present study; strengths and limitations of this study; recommendations for future research; and concluding remarks.

Values Inconsistency and Positive Well-Being

There has been a great interest in previous research concerning values in the workplace (Campbell & Pritchard, 1976). This interest is to some extent driven by the understanding that values play an integral part of forming ones' identity. Therefore, it is expected for there to be some level of consistency in an individual's values across different contexts (Daniel, Schiefer & Knafo, 2012). It is expected that a high level of inconsistency in values across contexts would therefore result in a feeling of inauthenticity, which in turn will lead to a decline in well-being. Whilst the results from this study indicated a negative correlation between values inconsistency and perceived positive well-being as expected, unfortunately the results were not statistically significant. Therefore, no substantial conclusions can be drawn from this data to support hypothesis 1a.

Values Inconsistency and Stress

As previously mentioned, negative workplace well-being may lead to detrimental consequences for both individuals and organisations. One perspective of workplace well-being is focussed on how individuals and organisations respond to the challenges of stress and work-life balance (Thompson & Livingston, 2018). It is therefore important to evaluate the impact of values inconsistency on perceived stress of employees. Contrasting to well-being, perceived stress is expected to be positively correlated with values inconsistency. The results from the present study indicated a positive relationship between values inconsistency and perceived stress at work as expected, however, the results were not statistically significant. Therefore, no meaningful conclusions can be drawn from this data to support hypothesis 1b.

The present study appears to be the first of its kind to investigate the relationship of values inconsistency between work and home contexts with employee well-being and perceived stress. The general findings of this study suggest that values inconsistency may negatively impact well-being of employees and increase levels of perceived stress. However, no notable conclusions can be drawn from the current study due to statistical insignificance. Some probable explanations for the statistical insignificance of the current data are explored further in the limitations section of this discussion. Whilst the current findings cannot corroborate any hypotheses, the results are showing a trend in the right direction and therefore should be explored further.

Moderation Analysis

Authenticity is generally referred to as individuals acting in a manner which reflects their true self (Wang, 2016). It is therefore speculated that the relationship between values consistency and employee's well-being is moderated by authenticity. That is that the perceived authenticity of the individual plays a part in strengthening or weakening this relationship. In order to test these hypotheses, moderation analysis was undertaken with the present data.

Values Inconsistency and Positive Well-Being

The results from the present study, though not statistically significant, indicated that an increase in values inconsistency might lead to poorer well-being and that authenticity may weaken this relationship. This suggests that an individual may have high values inconsistency, but if they perceive themselves as being true to their authentic self, the impact

on their perceived positive well-being is not as greatly obstructive. It may be that a larger sample size would be able to confirm this relationship.

Values Inconsistency and Stress

Once more, though the results from the current study is not significant, they do indicate that an increase in values inconsistency leads to higher levels of perceived stress. When controlling for perceived authenticity as a moderator, this relationship may be strengthened. This suggests that an individual with high values inconsistency, who considers themselves an authentic person, may perceive higher levels of stress. This may be explained by the suggestion that authenticity encompasses being aware of and acting in accordance with one's true self (Kuntz & Abbott, 2017). Individuals who present high levels of values inconsistency and perceive themselves as authentic beings may be very aware of their true self and the personal values that are important to them. However, if their actions do not reflect this true self consistently in varying contexts, they may perceive higher levels of stress due to their awareness of this inconsistency. Once more, a larger sample size may be able to confirm this relationship.

Practical Implications

The present research study explored the relationship between values inconsistency of employees between work and home with their perceived well-being. Specifically, the relationship between Interpersonal, Extrinsic, Intrinsic and Prestige values and well-being and stress. The findings from the current study suggest that employees who present inconsistency in their values between their work and home contexts may perceive higher levels of stress at work and poorer well-being. Though not statistically significant, this study is a starting point for organisational psychology research to further explore the effects of values inconsistency between contexts and how this impacts the working environment, both on an individual and an organisational level. Whilst there has been great research interest in values at work, there has been little research conducted on how values between the work and home contexts may differ, and what impact this inconsistency may have on employee's well-being.

Awareness of employee's personal values can be beneficial in varying organisational areas (Memon et al., 2018). Namely, developing a solid understanding of a candidate's personal values during the recruitment process may be a crucial indicator of organisational fit. Recently, as many organisations have become more aware of the importance of values in

the workplace, it has become increasingly customary for organisations to develop and make known its own organisational values. These organisational values support the organisations' strategy in regards to the type of employer they aim to be, the behaviours they expect from their employees, and the service/products they aim to deliver to their customers. It is important to evaluate how each candidate may fit in with the company culture and its values during early stages of the recruitment process. The present study and any future research exploring the same concepts, can provide better understanding of how important it is to evaluate values-fit for candidates during the recruitment process, and the potential negative consequences for both individuals and organisations if employees present values inconsistency between work and home. It is therefore greatly important to continue the research in this area in order to develop a better understanding of the relationship between values inconsistency and employee well-being.

Furthermore, this research study also investigated how perceived authenticity of employees impacts the relationship between values inconsistency and perceived well-being. In addition to understanding the importance of values-fit, it is also important to be aware of how an employee's perceived authenticity may impact their perceived stress and well-being. It is argued that humans, as fundamentally social beings, are bound to be affected by their external social environment (Schmid, 2005). Knoll and colleagues (2015) argue that authenticity is best described by an integrated model of authenticity which is composed of two dimensions: self-oriented and expression-oriented. This integrated model suggest that authentic self-expression does not involve rejecting all external influences, but rather finding congruence between self-expression to ones' true self and fulfilling external social roles. It can therefore be suggested that values-fit between an employee and an organisation is somewhat important, but how said employee finds congruence between their personal values and their social environment (in this case work) can also play a vital role in their perceived stress and well-being. The results from the present study suggest that if employees display some levels of values inconsistency between work and home, but perceive themselves as being authentic to their true self, the negative effects of values inconsistency on perceived positive well-being may be weakened. That is to say that the individual could be finding congruence between their personal values and their social environment by adapting and reordering the importance of the different values. For example, an individual may place higher importance on self-transcendence values at home, however, they may deem self-enhancement values more important in the work context.

Further to that point, the data from the present study presented relatively low levels of values inconsistency across participants. When the same study was conducted by Sutton (2018), looking at personality differentiation rather than values, the results indicated high levels of personality differentiation between work and home contexts. This could be an indication that though employee's may display different personality traits depending on their social environment and their role within that environment, the core values of these individuals may remain relatively constant throughout. This could be explained by the understanding that values play a central role in the preservation of one's identity and it is therefore expected for there to be some level of consistency in values across contexts (Daniel, Schiefer & Knafo, 2012). Further investigation into the relationship between personality and values could assist with gaining a better understanding of this phenomenon.

Strengths

The present study aimed to explore the relationship between values inconsistency and well-being whilst using more robust research methods than preceding research studies. In addition, this study utilised full-time employees for data collection, rather than gathering data from student participants as many previous studies have done (Shen et al., 2011). Previous research methods investigating the consistency of a given concept between contexts involved participants completing multiple questionnaires assigned to different contexts at the same time (Sheldon et al., 1997). However, whilst investigating the relationship between personality differentiation and well-being, Sutton (2018) presented participants with two contextualized questionnaires at a 14-day interval. Participants were instructed to complete the contextualized 'home' and 'work' questionnaires in the relevant context, thereby encouraging participants to answer the questionnaire based on their current context. The present study replicated Sutton's (2018) study design to some extent, although in the present study participants were able to decide which contextualized survey to do first.

The present study, being one of the first to investigate values inconsistency between work and home contexts, is a great starting point for future research. it brings attention to the fundamental idea that values consistency between contexts is of importance. More specific to organisational psychology research, it highlights the importance of understanding employee's personal values and how this applies in the workplace.

Limitations and Future Research

Whilst the current study utilised robust and innovative research methods, which allowed better contextualisation for data collection, it also faced some challenges and external factors which may provide some explanation for the findings.

Data collection for the current study took place between February to May 2020. During this time, the serious effects of the global pandemic, COVID-19, were starting to arise. With many countries going into lockdown, organisations were forced to provide means for their employees to work from home, or face closure for the length of the lockdown. Due to the nature of the measures used for this study, it is important to take into consideration the impact that COVID-19 had both on the way that organisations operated, and the impact on individual's in terms of their working environment and their well-being.

Firstly, the spread and consequences of COVID-19 likely had a great impact on individual's stress levels and overall well-being. Worry about physical health, contracting the virus, financial pressures, potential job loss, and mental well-being are all causes of increased stress consequent of COVID-19. Due to the 14-day delay between survey 1 and survey 2, there is a high likelihood that well-being and perceived stress scales were affected as a result of the underlying stress factors brought on by the pandemic. Taking into consideration the fast-spreading nature of the virus, there is a possibility that the seriousness of the pandemic at time 2 was vastly different to that at time 1.

Furthermore, there is potential that working from home may have impacted the data collection. Participants who completed the survey(s) after commencing working from home (either due to their country being in lockdown, or as a precautionary measure) were encouraged to complete the 'work' survey during their work hours, and the 'home' survey during their 'off' hours (i.e. before or after work hours, over the weekend). Although participants were encouraged to do this, for many employees who have flexible working arrangements, working from home may encompass no set work hours, and swapping between home and work roles frequently throughout the day. This could result in both time 1 and time 2 surveys reflecting the same environment, rather than a clear 'home' and 'work' distinction.

Another limitation of the current study is its relatively small sample size. Although 267 respondents started survey 1, there were only 72 participants who completed both survey 1 and survey 2. Again, this is likely due to the influence of COVID-19 lockdown measures. Small sample sizes may result in less accurate mean values, and outliers which may skew the data.

Moreover, the current data presented very low levels of values inconsistency. This may have impacted the statistical analysis, as the absolute difference of values between work and home was used for final analysis. The low levels of values inconsistency may have been a result of participants completing both surveys in the same environment, rather than a clear 'home' and 'work' distinction as mentioned earlier. Further investigation is required with a larger sample size, that hopefully reflects some levels of values inconsistency to analyse.

Concluding Remarks

To conclude, the present study explored the relationship of values inconsistency between work and home with employee's perceived positive well-being and stress. Furthermore, this study investigated how authenticity as a moderator impacts this relationship. The findings, though not statistically significant, suggest that higher levels of values inconsistency leads to poorer well-being and higher levels of perceived stress. The results suggest that perceived authenticity weakens the relationship between values inconsistency and positive well-being, whilst it strengthens the relationship between values inconsistency and perceived stress. To gain a better understanding of these relationships, further research needs to be conducted with larger sample sizes. Though, being one of the first studies to compare values inconsistency between work and home, and investigating the impact on employee's perceived well-being and stress, the present study imparts a new perspective to the body of organisational psychology literature, providing a starting point for future research to explore these relationships further.

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Appendix A: Email and Social Media Post

Values play a very important part of who we are. However, sometimes our behaviours and personality traits can differ depending on which role/setting we are in (e.g. work, home, friend, parent, boss etc). Surprisingly, previous research show that actions or personality traits adapting to various context does not influence individuals' well-being or perceived authenticity. So perhaps we adapt to our current situation, but we maintain perceived authenticity as long as our actions don't contradict our core values? My research study through the University of Waikato aims to investigate how values consistency between work and home influences individuals' wellbeing, and whether perceived authenticity impacts this relationship.

In order to investigate this further, I need participants to partake in a two-part anonymous online survey. Each survey will only take about 10-15 minutes. If you could please help by completing the survey using the link below, this would be much appreciated!

If you have any questions or concerns, please feel free to message me first before deciding to participate.

Thanks in advance!

https://waikato.qualtrics.com/jfe/form/SV_cMzgPP79YfAZ1bL

Values can play a very important role in how individuals perceive their authentic self. However, values between work and home may differ. This may impact individuals' well-being and their feelings of authenticity. As part of the Master of Applied Psychology programme through the University of Waikato this research project seeks to investigate this idea and we're looking for your help with it. If you would like to contribute, we would like to invite you to take part in an anonymous online survey. Please follow the link for further information.

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Te Whare Wānanga o Waikato

Appendix B: Information Sheet and Consent Form

Information Sheet

General notes:

Values can play a very important role in how individuals perceive their authentic self. However, values between work and home may differ. This may impact individuals' well-being and their feelings of authenticity. As part of the Master of Applied Psychology programme through the University of Waikato completed by Nanda Swart, this research project seeks to investigate this idea and we're looking for your help with it.

It is important to note:
- To participate in this project, you will be required to complete two anonymous online surveys with a two-week interval between survey one and survey two. Survey one should be completed in either your work or home setting. Survey two should be completed in the alternative setting (i.e. if survey one was completed at home, survey two should be completed at work and vice versa)
- If you do not complete the second survey, your response will be disregarded as both survey results are required to analyse consistency.
- You will be required to provide your email address so that the follow up link for survey two can be sent to you. Any identifiable information you provide (such as your email address) will not be accessible to researchers and will only be used by the system to send you the follow up email. Any identifiable information provided will be stripped form the data before analysis and reporting.
- You may choose to withdraw from this study at any time prior to submitting your results on the final page of this survey. Once this has been submitted, there will be no way of identifying which survey response is yours and it will not be able to be withdrawn.
- Each survey takes approximately 15 minutes.
- Data storage is held for five years by researchers and the information will be used for the purpose of a thesis project and possible publication in scientific articles.

If you would like to contribute, we we'd like to invite you to take part in an anonymous online survey. Please continue for further information.

This research project has been approved by the Human Research Ethics Committee of the School of Psychology. Any questions about the ethical conduct of this research may be sent to the Secretary of the Committee. email ethics@waikato.ac.nz, postal address, Division of ALPSS The University of Waikato Ground Floor J Block Gate 1 Knighton Road Private Bag 3105 Hamilton 3240.

Consent Form

Research Project: Does Values Consistency between Work and Home Impact Well-Being?

1. I have read the Participant Information Sheet and I understand it.
2. I have been given sufficient time to consider whether or not to participate in this study.
3. I am satisfied with the answers I have been given regarding the study
4. I understand that taking part in this study is voluntary (my choice) and that I may withdraw from the study at any time without penalty.
5. I have the right to decline to participate in any part of the research activity.
6. I know who to contact if I have any questions about the study in general.
7. I understand that the information supplied by me could be used in future academic publications.
8. I understand that my participation in this study is confidential and that material which could identify me personally will not be used in any reports on this study.

Declaration by participant:
I agree to participate in this research project and I understand that I may withdraw at any time before submitting my final answers. If I have any concerns about this project, I may contact the researcher Nanda Swart on nandaswart@live.com

I have read the information provided and I am ready to begin my participation in Nanda Swart's study:

☐ Begin Survey

Appendix C: Survey Items

Demographics

_____

	Item	Responses
1	Are you completing this survey at:	1 = Home 2 = Work

_____

	Item	Responses
2	To complete both surveys in this project, we require you to provide your email address. This will not be stored or accessible by researchers, but will be used by the system to send you a link to survey two in 2 weeks. If you do not feel comfortable providing this information, please exit the survey now. Otherwise please provide your email address in the following field. If you are completing survey 1 at home, please provide a work email for survey 2 to be sent to. If you are completing survey 1 at work, please provide a personal email for survey 2 to be sent to	Email Address:
3	Are you currently employed full-time? (30+ hours)	1 = Yes 2 = No

Perceived Stress Scale

Cohen, S., Kamarck, T., & Mermelstein, R. (1983). A Global Measure of Perceived Stress.
Journal of Health and Social Behavior, 24(4), 385-396.

Instructions: The following questions ask you about your feelings and thoughts during the last month. In each case you will be asked to indicate how often you felt or thought a certain way.

In the last month, how often..

1. Have you been upset because of something that happened unexpectedly?
2. Have you felt that you were unable to control the important things in your life?
3. Have you felt nervous and "stressed"?
4. Have you dealt successfully with irritating life hassles?
5. Have you felt that you were effectively coping with important changes that were occuring in your life?
6. Have you felt confident about your ability to handle your personal problems?
7. have you felt that things were going your way?
8. Have you found that you could not cope with all the things that you had to do?
9. Have you been able to control irritations in your life?
10. Have you felt that you were on top of things?

Responses:

1) Never
2) Almost Never
3) Sometimes
4) Fairly Often
5) Very Often

Role Satisfaction/Preference

Sheldon, K. M., Ryan, R. M., Rawsthorne, L. J., & Ilardi, B. (1997). Trait self and true self: Cross-role variation in the Big-Five personality traits and its relations with psychological authenticity and subjective well-being. *Journal of Personality and Social Psychology, 73*(6), 1380–1393.

Instructions: The following questions are context dependent. If you are completing this survey at home, please answer based on your home life. If you are completing this survey at work, please answer based on your work life.

1. How satisfied are you with your home/work life as a whole?
    1) Very Unsatisfied
    2) Unsatisfied
    3) Somewhat Unsatisfied
    4) Neutral
    5) Somewhat Satisfied
    6) Satisfied
    7) Very Satisfied

2. Would you prefer to spend more or less time in your home/work role?
    1) A Lot Less
    2) Somewhat Less
    3) A Little Less
    4) No Change
    5) A Little More
    6) Somewhat More
    7) A Lot More

Self-Evaluated Quality of Life Questionnaire

Ventegodt, S., Merrick, J., & Andersen, N. J. (2003). Measurement of quality of life III: From the IQOL theory to the global, generic SEQOL questionnaire. *ScientificWorldJournal*, *3*, 972–991

Instructions: Please answer the following questions

1. How are you feeling right now?
   1) Very Poor
   2) Poor
   3) Neither Good Nor Bad
   4) Good
   5) Very Good

2. How satisfied are you with life right now?
   1) Very Dissatisfied
   2) Dissatisfied
   3) Neither Satisfied Nor Dissatisfied
   4) Satisfied
   5) Very Satisfied

3. How happy are you now?
   1) Very Unhappy
   2) Unhappy
   3) Neither Happy Nor Unhappy
   4) Happy
   5) Very Happy

4. How meaningful is your life now?
   1) Very Meaningless
   2) Meaningless
   3) Neither Meaningful Nor Meaningless
   4) Meaningful
   5) Very Meaningful

5. How balances (your inner equilibrium and state of health) are you now?
   1) Very Unbalanced
   2) Unbalanced
   3) Neither Balanced Nor Unbalanced
   4) Balanced

5) Very Balanced

6. How well are you realising your deepest dreams and desires now?

   1) Very Poorly

   2) Poorly

   3) Neither Well Nor Poorly

   4) Well

   5) Very Well

7. How well are your needs being fulfilled now?

   1) Very Poorly

   2) Poorly

   3) Neither Well Nor Poorly

   4) Well

   5) Very Well

8. How many of the following societal norms do you fulfil now? (Societal norms here means having [a] a job; [b] education; [c] nuclear family; [d] at least two friend in whom you can confide everything and do so)

   1) None

   2) One of Four

   3) Two of Four

   4) Three of Four

   5) All Four

Integrated Model of Authenticity

Knoll, M., Meyer, B., Kroemer, N., & Schröder-Abé, M. (2015). It Takes Two to Be

   Yourself. *Journal of Individual Differences, 36*(1), 38-53.

Instructions: Please rate the following statements according to how much you agree with it

1. I understand why I think about myself the way I do.
2. For good or worse, I know who I really am.
3. I understand well why I behave the way I do.
4. I feel like I don't know myself particularly well
5. I always stand up for what I believe in
6. I am easily influenced by others' opinions
7. Sometimes I say nothing about issues or decisions, or agree although I don't think its right
8. To express what I think I also bear negative consequences

Responses:

1) Very Unlike Me
2) Unlike Me
3) Somewhat Unlike Me
4) Neither Like Nor Unlike Me
5) Somewhat Like Me
6) Like Me
7) Very Like Me

20-Item Values Inventory

Sandy, C., Gosling, S., Schwartz, S., & Koelkebeck, T. (2017). The Development and

Validation of Brief and Ultrabrief Measures of Values. *Journal of Personality*

Assessment, 99(5), 545-555.

Instructions: Please rate the following statements according to how much you agree with it

1. I believe I should always show respect to my parents and to older people. It is important to me to be obedient.
2. Religious belief is important to me. I try hard to do what my religion requires.
3. It's very important to me to help the people around me. I want to care for their well-being.
4. I think it is important that every person in the world be treated equally. I believe everyone should have equal opportunities in life.
5. I think it's important to be interested in things. I like to be curious and to try to understand all sorts of things.
6. I like to take risks. I am always looking for adventures.
7. I seek every chance I can to have fun. It is important to me to do things that give me pleasure.
8. Getting ahead in life is important to me. I strive to do better than others.
9. I always want to be the one who makes the decisions. I like to be the leader.
10. It is important to me that things be organized and clean. I really do not like things to be a mess.
11. It is important to me to always behave properly. I want to avoid doing anything people would say is wrong.
12. I think it is best to do things in traditional ways. It is important to me to keep up the customs I have learned.
13. It is important to me to respond to the needs of others. I try to support those I know.
14. I believe all the worlds' people should live in harmony. Promoting peace among all groups in the world is important to me.
15. Thinking up new ideas and being creative is important to me. I like to do things in my own original way.
16. I think it is important to do lots of different things in life. I always look for new things to try.
17. I really want to enjoy life. Having a good time is very important to me.
18. Being very successful is important to me. I like to impress other people.
19. It is important to me to be in charge and tell others what to do. I want people to do what I say.
20. Having a stable government is important to me. I am concerned that the social order be protected.

    Responses:
    1. Not Like Me At All
    2. Not Like Me
    3. A Little Like Me
    4. Somewhat Like Me
    5. Like Me
    6. Very Much Like Me