Table 1

Means, Standard deviations and Correlations of the Research Variables

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Variables** | **Mean (SD)** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** |
| 1. Organizational tenure | 13.36 (9.91) | - |  |  |  |  |  |  |  |  |  |  |
| 2. Position typea | 0.30 (0.46) | 0.31 | - |  |  |  |  |  |  |  |  |  |
| 3. CEO Professional Achievements | 4.29 (1.31) | -0.02 | 0.31 | - |  |  |  |  |  |  |  |  |
| 4. EOF Management and Organizational Environment | 3.97 (1.34) | 0.04 | 0.24 | 0.66 | - |  |  |  |  |  |  |  |
| 5. EOF Organizational Effectiveness | 4.62 (1.23) | 0.03 | 0.30 | 0.60 | 0.67 | - |  |  |  |  |  |  |
| 6. PPHRP TDE | 3.35 (0.93) | 0.01 | 0.25 | 0.58 | 0.52 | 0.43 | - |  |  |  |  |  |
| 7. PPHRP Working Conditions | 3.70 (0.76) | 0.11 | 0.23 | 0.43 | 0.50 | 0.43 | 0.52 | - |  |  |  |  |
| 8. PPHRP Remuneration and Compensations  | 2.65 (0.82) | 0.14 | 0.35 | 0.56 | 0.47 | 0.40 | 0.54 | 0.51 | - |  |  |  |
| 9. WBW Fulfillment | 3.30 (0.99) | 0.23 | 0.41 | 0.60 | 0.49 | 0.35 | 0.53 | 0.36 | 0.50 | - |  |  |
| 10. WBW Positive Affects | 2.68 (0.87) | 0.14 | 0.23 | 0.51 | 0.43 | 0.32 | 0.47 | 0.43 | 0.47 | 0.72 | - |  |
| 11. WBW Negative Affects | 2.21 (0.87) | -0.11 | -0.09 | -0.33 | -0.29 | -0.17 | -0.39 | -0.29 | -0.31 | -0.42 | -0.54 | - |

Note. CEO - Career Expectations in the Organization; EOF = Expectations of Organizational Future; PPHRP=Positive Perceptions of Human Resources Policies/Practices; TDE = Training, Development and Education; WBW = Well-being at Work. Following were the options of response: ECO and EOF (1= not at all likely up to 7 = extremely likely); PPHRPP and WBW Fulfillment (1 = totally disagree up to 5 = totally agree); and, WBW Positive/Negative Affects (1 = not a bit up to 5 = extremely). Correlations obtained from the mean of items of each sub-scale. Correlations equal to or higher than 0.15 (in module) are significant to α=0.01; between 0.11 and 0.14 are significant considering α=0.05.

a Position type: 0 = non-managerial and 1 = managerial.

Source: Elaborated by the authors.