

Research Paper

Assessment of Occupational Stress among Expatriate Employees Working In Kuwait: A Comparative Study of Public and Private Sectors

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ABSTRACT

Occupation is one of the major stressors in an individual's life, which demands adequate coping. It is also understood that the level of job satisfaction and mental health status are affected for various reasons like work load, work shifts, deadlines, longer working periods, job insecurity, commuting to work, hostile working environment and job description and challenges faced in work place. The present study investigated the occupational stress among expatriate employees working in Kuwait both public and private sectors. Sample comprised of 200 expatriate employees working in Kuwait (100 public and 100 private sectors). Expatriate employees were provided with occupational stress index scale (Srivastava & Singh, 1984), to measure occupational stress among expatriate employees. Two-way ANOVA was employed to find out the influence of public and private sector jobs on occupational stress among expatriate employees working in Kuwait. Occupational stress total score shows that expatriate employees working in private sector experienced more stress than expatriate employees who are working in public sector in Kuwait. Expatriate employees working in private sector experienced more stress in role overload, role ambiguity, role conflict, unreasonable group and political pressures, unprofitability and strenuous working conditions, whereas, expatriate employees working in public sectors experienced more stress in poor peer relations and intrinsic impoverishment. Expatriate employees who are working in both technical and non-technical field were found have similar levels of total occupational stress. But in unreasonable group political pressure factor, technical field expatriate employees were found to have more stress, whereas in intrinsic impoverishment factor, non-technical field expatriate employees were found to have more stress. In interaction between groups and educational qualification, in sub scales poor peer relations and low status expatriate employees who are working in public sector non-technical field have more stress, whereas expatriate employees working in private sector technical field have more stress. But in unprofitability factor, expatriate employees who are working in public sector non-technical field have more stress, whereas expatriate employees working in private sector technical field have more stress.

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Expatriates are a major source of technically and professionally qualified and experienced workforce. The phenomenon of stress is becoming increasingly globalized and affects all countries and all professions, occupational stress is a term used to define ongoing stress that is related to the workplace (Chowwen, 2013) Public sector work citizens are generally guaranteed employment and provided with government sponsored universal facilities. Jobs in private sector organizations are typically held by expatriate workers from numerous countries. Most of these individuals are temporary legal residents and maintain their status under restrictive work visas (Askari, Bazzari & Tyler, 1998). Expatriates experience many drawbacks working outside their home country such as being away from family and social tension associated with expatriate assignments and commitments, lack of respect, low status and reverse culture shock on return (Rahman Abdel, 2012). Occupation is a major stressor, which demands adequate coping it is also understood that the level of job satisfaction and mental health status are affected for various reasons like work load and challenges faced in work place and shift jobs. On account, this some of them will develop dissatisfaction towards their job might be because of poor relationship with senior colleagues, over work load and pressure, less paid and salary not paid on time.

Work stress is a real challenge to employees working outside their home country. Many studies on stress in expat employees in Gulf countries have shown chronic stress as a major contributor to depression, high blood pressure & suicidal thoughts which needs medication as well as proper counseling. A moderate level of occupational stress is an important motivating factor and is considered normal and necessary. If stress is intense, continuous and repeated, it becomes negative phenomenon or Distress, which can lead to physical illness and psychological disorders. The pressure of overtime and long working hours create a work personal life imbalance, which begins to affect the health of expat employee. Lack of time for relaxation lack of emotional support due to absence of family & relatives as well as friends and well-wishers is the major cause of stress among expats in Kuwait. Quantative increase of work load and more work pressure from senior colleagues and management put expat employees on stress. Relax lifestyle of local citizens of nation demands high output and increased work load leads to stressed life an expat employees. Improper coordination and poor relationship with senior authorities was related to stress which is seen as the most important reason for expats to get into the stress. Many expatriates have come to gulf for earning and usually from lower economic strata and have low educational qualifications. Their main motivators are salary and benefits to support their home and maintain a decent standard of living. Sometimes just to maintain standard of living and balance life at home, workers work excessive hours for overtime at the expense of their health as they get increase pay package. But perhaps, they have limited access to claims and compensation for occupational hazards.

The degree of perceived occupational stress, coping strategies and job satisfaction among government organization workers differ from the expat employees working in private organization. They also differ in work environment, shift duties, work load, relationship between worker and senior authorities, matching competence and responsibility. Present study is therefore an attempt to know the whole scenario in holistic way by studying the major aspects of occupational stress among expatriate employees working both in public and private sector jobs in Kuwait.

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Kaba, Abdulai (2012), their research aimed at studying the level of job satisfaction and occupational stress and their relationship with each other among the expatriate lecturers of International Islamic University Malaysia (IIUM). The sample consisted of 109 faculty members from various departments of the university on the Gombak campus. Job Satisfaction Scale developed by Imam (1998), was used to access the level of job satisfaction, and the General Well-Being Schedule (Fazio, 1977) was employed as a measure of occupational stress. Information regarding the geographic region to which a lecturer belonged, his age, academic status and the kulliyah (faculty) to which he is affiliated, was obtained through a questionnaire. Four hypotheses were tested. The hypotheses that the lecturers belonging to South and South-East Asia would be more satisfied with their jobs and would feel less occupational stress were not confirmed. It was found that the occupational stress was negatively related to job satisfaction. It was also found that academic ranks were related to intrinsic job satisfaction but had an inverted U shaped relationship with extrinsic job satisfaction.

Deosthalee (2002), studied on stress among expatriates has been studied from various perspectives. The author present study attempts to assess the occupational stress experienced by Indian expatriates working in Sultanate of Oman, and stress experienced by Indians working in India. The sample of 573 Indians working in Sultanate of Oman and 302 employees working in their motherland, Mumbai, India were selected. Srivasatava and Singh's (1984), occupational stress index was used to measure the stress experienced by the Indians working in the Sultanate of Oman and those working in India. The results of their study show that Indian females working in Sultanate of Oman experience more stress than their counterparts working in India. Personnel having post-graduate qualifications working in Sultanate of Oman experience more stress than their counterparts working in India, and Indian expatriates over the age of 45 who are working in Sultanate of Oman experience more stress than their counterparts working in India.

Petarli *et al* (2015), have studied on, Occupational stress has become a major cause of illness and a major risk to the psychological and social well-being of workers. In this context, the aim of their study was to estimate the prevalence of occupational stress in employees of a banking network in the municipal region of Vitoria, state of Espirito Santo, and its association with socio-demographic variables and work characteristics. This cross-sectional study involved 525 bank employees. Occupational stress was evaluated using the short version of the Job Stress Scale. A multivariate analysis was conducted to evaluate the association between the Karasek quadrants and the independent variables. It was found that most bank employees belonged to the "passive jobs" quadrant (34.4%, $n = 179$) and were considered to have an intermediate risk of occupational stress. Considering the "low demand jobs" category as the standard, the increased risk of stress was associated with low education levels (odds ratio, 3.69, 95% CI, 1.64–8.28), working in bank agencies (odds ratio, 2.55, 95% CI, 1.36–4.77), a length of employment at the bank of more than five years (odds ratio, 3.32, 95% CI, 1.89–5.81), a daily work period of six hours (odds ratio, 2.72, 95% CI, 1.27–5.81), and, mainly, low social support (odds ratio, 2.57, 95% CI 1.45– 4.56).

Sheena *et al* (2005), in their research compared the experience of occupational stress across a large and diverse set of occupations. Three stress related variables (psychological well-being, physical health and job satisfaction) were discussed and comparisons were made between 26 different occupations on each of these measures. The relationship between physical and psychological stress and job satisfaction at an occupational level was also explored. The

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measurement tool used was a short stress evaluation tool which provides information on a number of work related stressors and stress outcomes. Out of the full ASSET database 26 occupations were selected for inclusion in this paper. It was found that six occupations were reporting worse than average scores on each of the factors – physical health, psychological well-being and job satisfaction (ambulance workers, teachers, social services, customer services – call centers, prison officers and police). Differences across and within occupational groups, for example, teaching and policing, were detailed. The high emotional labor was associated with the high stress jobs were discussed as a potential causal factor. Few of the research limitations were that, not an exhaustive list of occupations were considered and only concerned employees working within the UK were selected. There is little information available that shows the relative values of stress across different occupations, which would enable the direct comparison of stress levels. This research also found the rank order of 26 different occupations on stress and job satisfaction levels.

Siu (2009) examined occupational stressors and well-being for blue- and white-collar occupations with Chinese and Hong Kong samples using standardized instruments validated in Western research. Occupational Stress Indicator-2 by Williams and Cooper, 1996 and Organizational Commitment Questionnaire by Mowday, Steers and Porter (1979) were demonstrated. The result of their study show that occupational stressors play a significant role in determining job satisfaction, mental and physical well-being, and on the part of organizational commitment, showed that organizational commitment and well-being were positively related.

Magnavita *et al* (2008), studied occupational stress and its psychosocial effects in a sample of Italian radiologists and radiotherapists. Radiologists and radiotherapists attending two medical conferences were invited to complete a questionnaire comprising four sections investigating the risk of occupational stress. The tools to assess organizational discomfort used were; Karasek's Job Content Questionnaire, Siegrist's Effort-Reward Imbalance, Warr's Job Satisfaction; While four sections investigating the health effects of such stress were Goldberg's Anxiety and Depression scales, General Health Questionnaire, Lifestyles Questionnaire. The results of their study showed radiologists and radiotherapists generally expressed high levels of control, reward and satisfaction. However, 38.5% complained of severe organizational discomfort, 24% reported job strain, 28% reported effort/reward imbalance and 25% were dissatisfied. Female radiologists and radiotherapists showed higher levels of organizational discomfort than their male colleagues. Younger and less experienced radiologists and radiotherapists had higher strain scores than their older and more experienced colleagues. A significant correlation was observed between stress predictors and the effects of stress on health, including depression and anxiety, psychological distress and unhealthy lifestyles. They concluded that, radiologists and radiotherapists are exposed to major occupational stress factors, and a significant percentage of them suffer from workplace stress. A special effort is required to prevent this condition.

The present study is an effort to find out the occupational stress of expatriate employees working in public and private sector jobs in Kuwait. Expatriates experience many drawbacks working outside their home country such as being away from family and social tension associated with expatriate assignments and commitments, lack of respect, low status and reverse culture shock on return (Abdel & Aboelmaged, 2012). It was hypothesized that expatriates working in public and private sectors differ significantly and educational qualification has significant influence over occupational stress of expatriates.

MATERIALS AND TOOLS EMPLOYED

Participants

The participants of this study included 200 expatriate employees working both in public and private sector jobs in Kuwait. They were selected randomly from different organizations; they were 100 public and 100 private expatriate employees (N public=100; male=50, female=50) (N private=100; male=50, female=50)

Tools

Occupational stress index scale (Srivastava & Singh, 1984) The Occupational stress index scale developed by Srivastava and Singh in 1984 consists of 46 items of which 28 are 'true-keyed' and the rest 18 are 'false-keyed'. The items related to almost all relevant components of the job life, which cause stress in some way or the other, such as Role overload, Role ambiguity, Role conflict, Unreasonable group political pressure, responsibility for persons, under participation, powerlessness, poor peer relations, intrinsic impoverishment, low status, strenuous working conditions and unprofitability. This standardized questionnaire has the reliability index ascertained by split half (odd-even) method and Cronbach's alpha-coefficient for the scale as a whole are found to be 0.937 and 0.90 respectively. The reliability indices of the 12 sub-scales are also computed on the split-half method.

Procedure

The researcher established rapport with the authorities and expatriate workers working in Kuwait and took consent for their involvement in the research. They were briefed about their participation and were requested to fill up the research instruments under study. The participants were given a set of questionnaires which include demographic data and Occupational stress index scale. During the process of administering the research instrument, if any doubt comes to the respondents the researcher clarify the same. The following instructions were given to each participant after giving the index; "Read each of the following statements and give your responses, tick the response alternatives most appropriate as far as you are concerned. The response alternatives are strongly disagree, disagree, neutral, agree and strongly agree. Respond honestly and do not omit any item" After the completion of the questionnaires, the given questionnaires and demographic data sheet were collected from participants. Using the scoring key and norms, developed by the authors, the scoring has been done. Scores were analyzed using descriptive statistics and two-way ANOVA.

RESULTS

Sector, qualification and occupational stress factors

Expat employees working in private sector (mean=22.70) had significantly higher role overload than expat employees working in public sector (mean=21.34) ($F=4.308$; $p=.039$). However, no significant difference was observed between employees with technical and non-technical qualification. The interaction between sector and qualification was also found to be non-significant.

In role ambiguity factor expat employees working in private sector (mean=15.00) had significantly higher role ambiguity than employees working in public sector (mean=10.38) ($F=165.074$; $p=.001$). However, no significant difference was observed between employees with technical and non-technical qualification. The interaction between sector and qualification was also found to be non-significant.

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In role conflict factor expat employees working in private sector (mean=15.44) had significantly higher role conflict than employees working in public sector (mean=13.54) ($F=24.302$; $p=.001$). However, no significant difference was observed between employees with technical and non-technical qualification. The interaction between sector and qualification was also found to be non-significant.

In unreasonable group and political pressure expat employees working in private sector (mean=14.56) had significantly higher role ambiguity than employees working in public sector (mean=9.72) ($F=144.455$; $p=.001$). Significant difference was observed between expat employees working in technical field. In responsibility for persons factor expat employees working in public sector (mean=13.10) had significantly higher responsibility for persons than employees working in private sector (mean=12.74) ($F=1.677$; $p=.206$). However, no significant difference was observed between employees with technical and non-technical qualification. The interaction between sector and qualification was also found to be non-significant.

In under participation factor expat employees working in private sector (mean=14.37) had significantly higher under participation than employees working in public sector (mean=13.90) ($F=.927$; $p=.337$). However, no significant difference was observed between employees with technical and non-technical qualification. The interaction between sector and qualification was also found to be non-significant. In powerlessness factor expat employees working in private sector (mean=8.46) had significantly higher powerlessness than employees working in public sector (mean=7.87) ($F=3.354$; $p=.069$). However, no significant difference was observed between employees with technical and non-technical qualification.

In poor peer relation factor expat employees working in public sector (mean=11.43) had significantly higher poor peer relation than employees working in private sector (mean=10.50) ($F=5.092$; $p=.025$). Significant difference was observed between expat employees with non-technical (public) qualification and interaction. Whereas expat employees working in technical field (private) qualification and interaction were found to have significant difference.

In intrinsic impoverishment factor expat employees working in public sector (mean=13.88) had significantly higher intrinsic impoverishment than employees working in private sector (mean=13.04) ($F=2.574$; $p=.036$). Significant difference was observed between expat employees working in non-technical field. In low status factor expat employees working in private sector (mean=8.67) had significantly higher low status than employees working in public sector (mean=9.00) ($F=.054$; $p=.817$). Significant difference was observed between expat employees with non-technical (public) qualification and interaction. Whereas expat employees working in technical field (private) qualification and interaction were found to have significant difference.

In strenuous working condition factor expat employees working in private sector (mean=15.13) had significantly higher strenuous working condition than employees working in public sector (mean=13.03) ($F=19.409$; $p=.001$). However, no significant difference was observed between employees with technical and non-technical qualification. In unprofitability factor expat employees working in private sector (mean=7.14) had significantly higher unprofitability than employees working in public sector (mean=4.47) ($F=149.217$; $p=.001$). Significant difference was observed between expat employees with

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non-technical (public) whereas in technical field (private) significant difference was observed.

As far as total occupational stress is considered, F value revealed a significant ($F=58.305$; $p=.001$) difference between respondents working in public and private sectors, where we find that expats working in private sector experienced more stress than expats working in public sectors (mean scores 186.75 and 169.79 respectively). However, no significant difference was observed between employees with technical and non-technical qualification. The interaction between sector and qualification was also found to be non-significant.

DISCUSSION

Major findings

1. Occupational stress total score shows that expatriate employees working in private sector experienced more stress than expatriate employees who are working in public sector in Kuwait.
2. Expatriate employees working in private sector experienced more stress in role overload, role ambiguity, role conflict, unreasonable group and political pressures, unprofitability and strenuous working conditions, whereas, expatriate employees working in public sectors experienced more stress in poor peer relations and intrinsic impoverishment.
3. Expatriate employees who are working in both technical and non-technical field were found have similar levels of total occupational stress. But in unreasonable group political pressure factor, technical field expatriate employees were found to have more stress, whereas in intrinsic impoverishment factor, non-technical field expatriate employees were found to have more stress.
4. In interaction between groups and educational qualification, in sub scales poor peer relations and low status expatriate employees who are working in public sector non-technical field have more stress, whereas expatriate employees working in private sector technical field have more stress. But in unprofitability factor, expatriate employees who are working in public sector non-technical field have more stress, whereas expatriate employees working in private sector technical field have more stress.

The main objective of the study was to assess the occupational stress of expatriate employees working in public and private sector jobs in Kuwait. The results of the present study suggest that there is a significant difference in all the factors of occupational stress scores, expatriate employees working in private sector possessed higher occupational stress than the expatriate employees working in public sector. Occupational stress is a fast growing concern for organizations especially for expatriate employees working in gulf countries. As the present study was conducted in Kuwait one of the gulf country, the result of the study reveals that in general expatriate employees working in Kuwait are more under occupational stress. Factors such as work overload, role-insufficiency, role-ambiguity, higher responsibility, lack of respect and recognition, lack of interpersonal relationship, lack of effective positive feedback from higher authorities, supervisors, co-workers and dissatisfied pay-packages which makes the expat employee frustrating and leads him to stress. These were the above mentioned reasons for stress of expatriate employees working in private sector jobs in Kuwait than public sector expatriate employees.

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Relax life style of the local citizens of nation demands high input of work and work deadlines imposed on an expatriate employee and strenuous working conditions all these factors put more stress on expatriate employees which ends up in stressful life. As expatriates are temporary legal residents and have restrictive work visas and no guaranteed job which further makes the expatriate employee anxious about his professional life. Although work or job satisfaction doesn't depend only on the pay-package of employees but it is the prime and basic necessity of an expat employee as the salary is the main motivator to meet the basic necessity in the day to day life. As many expatriates have come to Kuwait for earning and usually from lower economic strata as they just have to maintain standard of living and to have balanced life at home country.

The degree of perceived occupational stress, coping strategies and job satisfaction among public organization workers differ from the expat employees working in private organization. They also differ in work environment, shift duties, work load, relationship between worker and senior authorities, matching competence and responsibility. When compared to private sector expatriate employees, public sector expatriate employees have lesser stress levels at work place, but stress is common in all expatriate employees irrespective of their working fields i.e., technical and non-technical. In other way turn the public sector employees also gives their maximum work output but with relax state of mind and sense of insecurity does not prevail in the organization. The present study test scores reveal that expat employees working in public sectors in Kuwait have poor peer relationship. The reason might be, the local citizens (Kuwaitis) are always in higher position job and in high authority whereas expatriate employees are not allowed either for higher position are for any job promotions. So whatever the higher authorities say or orders, expat employees should obey and follow the same. So this might lead an expat employee to have lower level of satisfaction with his/her co-workers. As can be gleaned from the present study, management style of local citizens (Kuwaitis) manager in general found is authoritarian. According to Bonache (2005), social ties are less likely to develop between people who do not share a common background. In that sense, expatriates may be exposed to less interaction with their local peers and miss an opportunity to learn about the domestic culture of the host setting.

Moreover it was also found that work stress is a real challenge to employees working outside their home country. Results of the present study indicate there is a significant difference in all the factors of occupational stress scores, expatriate employees working in private sector possessed higher occupational stress than the expatriate employees working in public sector. Occupational stress among public organization expat employees differ from the expat employees working in private organization. They also differ in work environment, shift duties, work load, (mismatch between local or domestic citizen employees and expatriate employees) relationship between worker and senior authorities, matching competence and responsibility.

It has been concluded that expatriate employees who are working in private sector job are more vulnerable to stress because of the quality of work and quality of time interfering with the quality of personal life which intern hampers a person's wellbeing. But Qualification of the employees did not have significant influence over their occupational stress.

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Conflict of Interest

The authors colorfully declare this paper to bear not conflict of interests

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Table 1: Mean Occupational Stress scores of expatriate employees working in public and private sector with technical and non-technical qualifications and results of 2-way ANOVA

Sector	Occupational stress index								
	Qualification	Role overload		Role ambiguity		Role conflict		Unreasonable group political pressure	
		Mean	S.D	Mean	S.D	Mean	S.D	Mean	S.D
Public	Technical	20.78	2.837	10.63	2.438	13.56	2.583	9.97	2.429
	Non-technical	22.30	4.294	9.95	1.373	13.51	2.142	9.30	2.448
	Total	21.34	3.505	10.38	2.126	13.54	2.418	9.72	2.446
Private	Technical	23.04	4.075	15.23	2.487	16.49	2.888	15.21	2.678
	Non-technical	22.40	4.671	14.79	3.266	14.51	3.214	13.98	3.666
	Total	22.70	4.391	15.00	2.920	15.44	3.208	14.56	3.282
Total	Technical	21.75	3.585	12.60	3.349	14.81	3.073	12.21	3.630
	Non-technical	22.36	4.495	12.80	3.570	14.10	2.852	12.06	3.956
	Total	22.02	4.021	12.69	3.443	14.49	2.989	12.14	3.771
F (sector)		F=4.308; p=.039		F=165.07; p=.001		F=24.30; p=.001		F=144.46; p=.001	
F (Qualification)		F=.588; p=.444		F=.2.365; p=.126		F=6.434; p=.012		F=.5.305; p=.022	
F (Interaction)		F=3.617; p=.059		F=.113; p=.737		F=.5.91; p=.016		F=.461; p=.498	

Table 2: Mean Occupational Stress scores of expatriate employees working in public and private sector with technical and non-technical qualifications and results of 2-way ANOVA

Sector	Occupational stress index								
	Qualification	Responsibility for persons		Under participation		Powerlessness		Poor peer relation	
		Mean	S.D	Mean	S.D	Mean	S.D	Mean	S.D
Public	Technical	13.14	1.435	13.71	1.862	8.13	1.963	11.62	2.459
	Non-technical	13.03	1.607	14.22	2.518	7.43	1.803	11.11	2.132
	Total	13.10	1.494	13.90	2.130	7.87	1.926	11.43	2.345
Private	Technical	12.55	2.282	14.02	3.391	7.87	2.879	9.89	3.225
	Non-technical	12.91	2.323	14.68	3.215	8.98	2.912	11.04	3.032
	Total	12.74	2.299	14.37	3.299	8.46	2.935	10.50	3.161
Total	Technical	12.89	1.859	13.85	2.617	8.02	2.389	10.88	2.926
	Non-technical	12.96	2.049	14.49	2.942	8.34	2.619	11.07	2.685
	Total	12.92	1.942	14.13	2.779	8.17	2.494	10.96	2.815
F (sector)		F=1.611; p=.206		F=.927; p=.337		F=3.354; p=.069		F=5.092; p=.025	
F (Qualification)		F=.178; p=.673		F=2.103; p=.149		F=.344; p=.558		F=.633; p=.427	
F (Interaction)		F=.699; p=.404		F=.038; p=.846		F=6.514; p=.011		F=4.325; p=.039	

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Table 3: Mean Occupational Stress scores of expatriate employees working in public and private sector with technical and non-technical qualifications and results of 2-way ANOVA

Sector	Occupational stress index										
	Qualification	Intrinsic impoverishment		Low status		Strenuous working condition		Unprofitability		Total OSI	
		Mean	S.D	Mean	S.D	Mean	S.D	Mean	S.D	Mean	S.D
Public	Technical	13.78	2.413	9.76	3.320	13.08	2.648	4.19	1.189	169.79	8.99
	Non-technical	14.05	2.828	7.70	2.613	12.95	3.162	4.95	1.598	169.78	11.82
	Total	13.88	2.563	9.00	3.222	13.03	2.834	4.47	1.396	169.79	10.07
Private	Technical	12.15	3.230	7.91	3.457	15.23	3.996	7.19	1.498	185.74	18.75
	Non-technical	13.83	3.620	9.34	2.980	15.04	3.573	7.09	1.620	187.64	19.64
	Total	13.04	3.527	8.67	3.275	15.13	3.760	7.14	1.557	186.75	19.15
Total	Technical	13.08	2.893	8.97	3.486	14.00	3.446	5.47	1.994	176.61	16.04
	Non-technical	13.92	3.302	8.67	2.934	14.18	3.546	6.21	1.923	180.30	18.97
	Total	13.46	3.104	8.84	3.245	14.08	3.483	5.81	1.992	178.27	17.47
F (sector)		F=2.574; p=.036		F=.054; p=.817		F=19.409; p=.001		F=149.22; p=.001		F=58.305; =.001	
F (Qualification)		F=.4996; p=.027		F=.490; p=.485		F=.117; p=.733		F=2.439; p=.120		F=.182; p=.670	
F (Interaction)		F=2.574; p=.110		F=14.761; p=.001		F=.004; p=.948		F=4.091; p=.044		F=.185; p=.667	