**Table 3**

Hierarchical Regression Analysis of Decent Work Scale Subscales Predicting Job Satisfaction, Work Meaning, and Withdrawal Intentions.

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Job Satisfaction | | | Work Meaning | | | Withdrawal Intentions | | |
|  | R = .62, R2 = .39 | | | R = .51, R2 = .26 | | | R = .46, R2 = .21 | | |
|  | β | B | SE B | β | B | SE B | β | B | SE B |
| Safe Working Conditions | .27\* | .46 | .09 | .22\* | .78 | .21 | -.10 | -.1 | .06 |
| Access to Healthcare | -.03 | -.03 | .06 | -.02 | -.04 | .14 | .04 | .03 | .04 |
| Adequate Compensation | .18\* | .23 | .07 | .08 | .21 | .16 | -.24\* | -.18 | .05 |
| Free Time and Rest | .09 | .12 | .07 | -.12 | -.31 | .15 | -.03 | -.02 | .04 |
| Complementary Values | .30\* | .42 | .08 | .36\* | 1.03 | .17 | -.25\* | -.20 | .05 |

\**p* <.05.