

Table 4. Ecological correlations among study variables and individualism at the nation/territory level

Variable	Mean	Standard deviation	1 ^{WLOC}	2 ^{JS}	3 ^{PSYWB}	4 ^{PWB}
1. Work LOC	45.8	5.2				
2. Job satisfaction	47.6	2.6	-0.42*			
3. Psychological well-being	48.3	3.3	-0.50*	0.55*		
4. Physical well-being	26.1	2.1	-0.43*	0.84*	-0.77*	
5. Individualism(i-c)	79.3	18.9	-0.73*	0.15	0.23	0.14

*p < 0.05.

Table 3. Means and subsequent test results (Duncans) by nation/territory across work locus of control, well-being, and individualism

Work LOC	Job satisfaction	Psychological well-being	Physical well-being	Individualism
New Zealand 36.6 ⁿ	Canada 50.7 ^a	India 53.7 ^a	Israel 29.8 ^a	France 107.2 ^a
<u>U.S.A. 37.5^{mn}</u>	Sweden 50.4 ^{ab}	Germany 53.6 ^a	India 29.2 ^{ab}	New Zealand 107.0 ^{ab}
South Africa 38.8 ^{lm}	Israel 50.4 ^{ab}	Israel 53.6 ^a	Germany 29.0 ^{ab}	Sweden 104.2 ^{ab}
Australia 39.4 ^{k-m}	Estonia 50.3 ^{ab}	<u>U.S.A. 52.3^{ab}</u>	Sweden 28.6 ^{a-c}	South Africa 100.7 ^{a-c}
Germany 40.4 ^{kl}	India 50.3 ^{a-c}	Belgium 51.1 ^{bc}	Belgium 28.1 ^{b-d}	UK 99.8 ^{a-d}
Canada 40.7 ^{kl}	<u>U.S.A. 49.9^{a-c}</u>	New Zealand 50.6 ^{b-d}	<u>U.S.A. 27.6^{c-e}</u>	Spain 98.6 ^{a-d}
Sweden 41.5 ^{jk}	Belgium 49.9 ^{a-c}	Sweden 50.4 ^{b-d}	Canada 27.2 ^{de}	<u>U.S.A. 94.9^{b-e}</u>
Belgium 43.4 ^{ij}	Germany 49.6 ^{a-d}	PR China 49.4 ^{c-e}	New Zealand 27.0 ^{de}	Germany 91.0 ^{bc}
Israel 43.7 ⁱ	New Zealand 49.5 ^{a-d}	Australia 49.3 ^{c-e}	Spain 26.9 ^{d-f}	Canada 88.4 ^{d-f}
France 45.1 ^{hi}	Ukraine 49.2 ^{a-d}	Canada 49.0 ^{c-f}	Slovenia 26.8 ^{d-f}	Israel 85.0 ^{c-f}
<u>Roumania 45.3^{hi}</u>	Slovenia 48.1 ^{b-e}	Japan 48.8 ^{d-e}	Romania 26.5 ^{e-f}	Belgium 84.2 ^{c-f}
Spain 46.6 ^{fh}	Poland 48.1 ^{o-c}	Slovenia 48.6 ^{d-h}	Estonia 26.4 ^{e-f}	Slovenia 79.0 ^{f-h}
UK 46.8 ^{f-h}	Spain 47.9 ^{c-e}	Poland 48.0 ^{c-i}	Australia 25.6 ^{f-h}	Brazil 74.1 ^{e-i}
Estonia 47.1 ^{f-h}	Taiwan 47.4 ^{d-f}	South Africa 47.8 ^{c-i}	Poland 25.4 ^{gh}	Japan 73.5 ^{e-i}
Brazil 47.7 ^{c-f}	Brazil 47.3 ^{d-f}	Taiwan 47.7 ^{c-i}	Ukraine 25.4 ^{ef-h}	Hong Kong 71.1 ^{h-j}
India 47.8 ^{c-f}	Australia 46.7 ^{c-f}	Romania 46.9 ^{f-i}	Japan 25.2 ^{gh}	India 69.2 ^{h-j}
Poland 48.0 ^{c-f}	France 46.6 ^{c-f}	Spain 46.6 ^{e-i}	Taiwan 25.1 ^{gh}	Bulgaria 63.1 ^{i-k}
Slovenia 49.1 ^{d-f}	Bulgaria 45.8 ^{c-f}	Brazil 46.5 ^{ef-j}	Brazil 24.9 ^h	Estonia 62.2 ^{i-k}
Taiwan 49.5 ^{de}	Romania 45.2 ^{f-h}	Hong Kong 46.5 ^{ef-j}	PR China 24.5 ^h	Taiwan 61.0 ^h
Japan 49.8 ^{de}	South Africa 45.2 ^{f-h}	Estonia 46.4 ^{h-j}	South Africa 24.4 ^h	Poland 54.7 ^k
Hong Kong 51.0 ^{cd}	PR China 44.8 ^{gh}	France 46.3 ^{h-j}	France 24.3 ^h	Ukraine 53.7 ^k
Ukraine 52.6 ^{bc}	Hong Kong 43.3 ^{hi}	UK 45.2 ⁱ	Bulgaria 24.2 ^h	PR China 51.4 ^k
Bulgaria 53.3 ^b	Japan 43.0 ^{hi}	Bulgaria 40.2 ^k	Hong Kong 22.9 ⁱ	Romania 51.1 ^k
PR China 56.5 ^a	UK 42.0 ⁱ		UK 20.8 ⁱ	

Note: Within columns, different superscript letters indicate significant mean differences among samples for each variable, whereas samples sharing the same letter are not significantly different. For example, with work locus of control, PR China is significantly lower than all other samples; Bulgaria and Ukraine are not significantly different from one another. High scores represent higher job satisfaction, well-being, externality, and individualism.

Table 13.2 Mean ratings of values for sets of East-Central as compared to West European samples

Value type	Teacher samples		Student samples	
	9 East Europe	11 West Europe	8 East Europe	11 West Europe
Conservatism	4.15 (0.14)	> 3.51*** (0.20)	3.83 (0.16)	> 3.32*** (0.18)
Hierarchy	2.19 (0.27)	> 1.98* (0.18)	2.23 (0.27)	> 2.01* (0.21)
Harmony	4.24 (0.31)	~ 4.30 (0.22)	4.11 (0.24)	~ 4.05 (0.33)
Egalitarianism	4.74 (0.20)	< 5.35*** (0.14)	4.63 (0.19)	< 5.21*** (0.16)
Intellectual autonomy	4.15 (0.42)	< 4.60* (0.39)	4.23 (0.30)	< 4.61* (0.39)
Affective autonomy	3.13 (0.25)	< 3.76** (0.42)	3.78 (0.24)	< 4.23** (0.30)
Mastery	3.84 (0.14)	~ 3.98 (0.23)	4.22 (0.15)	~ 4.27 (0.27)

*Standard deviation across samples in parentheses.

*** $p < 0.001$, ** $p < 0.01$, * $p < 0.05$. 1-tail, comparisons between Eastern and Western Europe.

Shalom H. Schwartz, Anat Bardi and Gabriel Bianchi 233

Table 13.3 Mean ratings of values for subsets of East-Central as compared to West European samples studied at both T1 and T2

Value type		Teacher samples		Student samples	
		East (Hungary, Slovakia)	West (Denmark, Netherlands, Spain, W. Germany)	East (Hungary, Poland, Slovakia)	West (Belgium, Netherlands, Switzerland, W. Germany)
Conservatism	T1	4.00	3.42***	3.72	3.10***
	T2	4.01	3.45***	3.82	3.12***
Hierarchy	T1	2.13	1.98*	2.05	1.86*
	T2	2.08	1.90*	2.14	1.96*
Harmony	T1	4.33	4.14*	4.15	4.10
	T2	4.07	4.07	3.97	3.88
Egalitarianism	T1	4.81	5.33***	4.63	5.20***
	T2	4.62	5.22***	4.64	5.15***
Affective autonomy	T1	2.93	3.75***	3.59	4.40***
	T2	3.04	3.94***	3.46	4.52***
Intellectual autonomy	T1	4.11	4.54**	4.29	4.74**
	T2	3.94	4.51**	4.12	4.65**
Mastery	T1	3.90	3.90	4.07	4.11
	T2	3.96	3.90	4.01	4.15*

Note: East/West mean differences are compared using the pooled standard deviation from time 1 for each value type, based on the 20 teacher samples for teachers and on the 19 student samples for students.

***Difference > 2 standard deviations

**Difference > 1 standard deviation

*Difference > 0.5 standard deviations.

T1 = 1989, T2 = 1996-97