

### ANEXO III

#### Diferenças por Unidade Orgânica em relação às dimensões em estudo

Nota: Os valores médios variam numa escala tipo Lickert de 7 pontos sendo que o valor 1 corresponde a Discordo Totalmente e o 7 a concordo totalmente.

##### ANOVA

| Compromisso | Sum of Squares | df | Mean Square | F         | Sig.      |                       |
|-------------|----------------|----|-------------|-----------|-----------|-----------------------|
| Q.1         | 6,397          | 4  | 1,599       | 1,251     | ,293      |                       |
| Q.2         | 1,542          | 4  | ,385        | ,410      | ,801      |                       |
| Q.3         | 10,673         | 4  | 2,668       | 1,481     | ,212      |                       |
| Q.4         | 18,587         | 4  | 4,647       | 2,842     | ,027      | SG>ESTH>ESTG>ESS>ESEC |
| Q.5         | 16,501         | 4  | 4,125       | 2,203     | ,072      |                       |
| Q.6         | 17,730         | 4  | 4,432       | 1,820     | ,129      |                       |
| Q.7         | 10,950         | 4  | 2,738       | 1,079     | ,370      |                       |
| Q.8         | 20,248         | 4  | 5,062       | 2,886     | ,025      | ESTH>ESTG>SG>ESEC>ESS |
| Q.9         | 13,150         | 4  | 3,287       | 1,207     | ,311      |                       |
| Q.10        | 18,537         | 4  | 4,634       | 2,338     | ,059      | ESTH>SG>ESTG>ESEC>ESS |
| Q.11        | 10,489         | 4  | 2,622       | 1,865     | ,121      |                       |
| Q.12        | 5,081          | 4  | 1,270       | ,711      | ,586      |                       |
| Q.14        | 6,693          | 4  | 1,673       | ,707      | ,588      |                       |
| Q.15        | 1,372          | 4  | ,343        | ,409      | ,802      |                       |
| Q.16        | 5,347          | 4  | 1,337       | 1,597     | ,179      |                       |
| Q.17        | 15,742         | 4  | 3,936       | 2,860     | ,026      | SG>ESS>ESTH>ESTG>ESEC |
| Q.26        | 25,653         | 4  | 6,413       | 2,716     | ,033      | ESS>ESTH>SG>ESEC>ESTG |
| Q.27        | ,251           | 4  | ,063        | ,052      | ,995      |                       |
| Q.28        | 5,366          | 4  | 1,342       | 1,183     | ,321      |                       |
| Q.29        | 2,745866       | 4  | 0,686466492 | 0,4631195 | 0,7626788 |                       |

Sig. (Probabilidade de significância =  $p < 0.05$ )

##### ANOVA

| Relacionamento Interpessoal | Sum of Squares | df | Mean Square | F     | Sig. |                       |
|-----------------------------|----------------|----|-------------|-------|------|-----------------------|
| Q.18                        | 27,050         | 4  | 6,763       | 4,731 | ,001 | ESTH>ESS>ESTG>SG>ESEC |
| Q.19                        | 14,803         | 4  | 3,701       | 2,263 | ,066 | ESTH>ESTG>ESS>SG>ESEC |
| Q.20                        | 9,448          | 4  | 2,362       | 1,346 | ,256 |                       |
| Q.21                        | 6,422          | 4  | 1,605       | ,924  | ,452 |                       |
| Q.22                        | 10,203         | 4  | 2,551       | 1,497 | ,207 |                       |
| Q.23                        | 9,690          | 4  | 2,422       | 1,730 | ,147 |                       |
| Q.24                        | 4,007          | 4  | 1,002       | ,754  | ,557 |                       |

Sig. (Probabilidade de significância =  $p < 0.05$ )

## ANOVA

| Liderança | Sum of Squares | df | Mean Square | F     | Sig. |                        |
|-----------|----------------|----|-------------|-------|------|------------------------|
| Q.25      | 26,678         | 4  | 6,669       | 4,475 | ,002 | ESTH>SG>ESS>ESTG>ESECD |
| Q.30      | 35,351         | 4  | 8,838       | 2,292 | ,063 |                        |
| Q.36      | 9,301          | 4  | 2,325       | 1,362 | ,251 |                        |
| Q.40      | 8,125          | 4  | 2,031       | 1,801 | ,133 |                        |
| Q.41      | 17,054         | 4  | 4,264       | 2,704 | ,033 | ESTH>SG>ESS>ESTG>ESECD |
| Q.42      | 26,347         | 4  | 6,587       | 3,336 | ,012 |                        |
| Q.43      | 13,679         | 4  | 3,420       | 2,246 | ,068 | ESTH>SG>ESS>ESTG>ESECD |
| Q.44      | 10,375         | 4  | 2,594       | 2,105 | ,084 |                        |
| Q.45      | 8,111          | 4  | 2,028       | 1,605 | ,177 |                        |
| Q.46      | 29,043         | 4  | 7,261       | 3,327 | ,013 |                        |
| Q.47      | 34,142         | 4  | 8,536       | 3,839 | ,006 | ESTH>SG>ESTG>ESECD>ESS |
| Q.48      | 19,816         | 4  | 4,954       | 2,506 | ,046 |                        |
| Q.49      | 35,736         | 4  | 8,934       | 4,413 | ,002 | ESTH>SG>ESTG>ESS>ESECD |
| Q.50      | 21,706         | 4  | 5,426       | 2,987 | ,021 |                        |
| Q.51      | 13,619         | 4  | 3,405       | 2,159 | ,077 | ESTH>ESTG>ESS>SG>ESECD |
| Q.52      | 23,404         | 4  | 5,851       | 3,970 | ,005 |                        |
| Q.53      | 44,693         | 4  | 11,173      | 5,312 | ,001 | ESTH>SG>ESTG>ESS>ESECD |
| Q.54      | 20,263         | 4  | 5,066       | 2,256 | ,067 |                        |
| Q.55      | 4,899          | 4  | 1,225       | ,709  | ,587 |                        |

Sig. (Probabilidade de significância =  $p < 0.05$ )

## ANOVA

| Motivação | Sum of Squares | df | Mean Square | F     | Sig. |                        |
|-----------|----------------|----|-------------|-------|------|------------------------|
| Q.56      | 2,182          | 4  | ,546        | ,704  | ,591 | ESTH>SG>ESS>ESTG>ESECD |
| Q.57      | 1,609          | 4  | ,402        | ,791  | ,533 |                        |
| Q.58      | 1,443          | 4  | ,361        | ,467  | ,760 |                        |
| Q.60      | 8,463          | 4  | 2,116       | 1,542 | ,194 |                        |
| Q.61      | 15,023         | 4  | 3,756       | 1,831 | ,127 |                        |
| Q.62      | 19,344         | 4  | 4,836       | 2,167 | ,077 |                        |
| Q.63      | 22,417         | 4  | 5,604       | 2,708 | ,033 |                        |
| Q.64      | 14,970         | 4  | 3,743       | 1,942 | ,108 |                        |
| Q.65      | 16,521         | 4  | 4,130       | 2,005 | ,098 |                        |

Sig. (Probabilidade de significância =  $p < 0.05$ )

## ANOVA

| Condições de Trabalho | Sum of Squares | df | Mean Square | F     | Sig. |                        |
|-----------------------|----------------|----|-------------|-------|------|------------------------|
| Q.31                  | 6,599          | 4  | 1,650       | ,766  | ,549 | SG>ESTH>ESS>ESECD>ESTG |
| Q.32                  | 19,203         | 4  | 4,801       | 1,525 | ,199 |                        |
| Q.33                  | 48,554         | 4  | 12,139      | 4,032 | ,004 |                        |
| Q.34                  | 12,818         | 4  | 3,205       | 1,747 | ,144 |                        |
| Q.35                  | 20,330         | 4  | 5,083       | 4,178 | ,003 | SG>ESTG>ESECD>ESSS     |
| Q.36                  | 9,301          | 4  | 2,325       | 1,362 | ,251 |                        |

Sig. (Probabilidade de significância =  $p < 0.05$ )

## ANOVA

| Avaliação de desempenho | Sum of Squares | df | Mean Square | F     | Sig. |
|-------------------------|----------------|----|-------------|-------|------|
| Q.66                    | 19,835         | 4  | 4,959       | 2,164 | ,077 |
| Q.67                    | 12,692         | 4  | 3,173       | ,773  | ,544 |
| Q.68                    | 32,368         | 4  | 8,092       | 2,147 | ,079 |
| Q.69                    | 21,064         | 4  | 5,266       | 1,413 | ,233 |
| Q.70                    | 30,554         | 4  | 7,639       | 2,163 | ,077 |

Sig. (Probabilidade de significância =  $p < 0.05$ )