

Tables for Cross-cultural comparison of mental health between Japanese and Dutch workers: Relationships with mental health shame, self-compassion, work engagement and motivation

Citation

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Table 1. Descriptive Statistics: Mental Health Problems, Mental Health Shame, Self-Compassion, Work Engagement and Work Motivation in Japanese workers (n = 165) and Dutch workers (n=160)

Scale	Measured Variable (Range)	Japanese Workers (n=165)			Dutch Workers (n=160)			t
		M	SD	α	M	SD	α	
Depression Anxiety and Stress Scale 21	Mental Health Problems (0-42)	22.29	22.93	.96	38.01	16.41	.92	-9.34*
Attitudes Towards Mental Health Problems	Mental Health Shame (0-105)	23.02	15.44	.95	14.19	14.13	.95	5.51*
Self-Compassion Scale-Short Form	Self-Compassion (1-5)	3.02	.49	.77	3.00	.21	.70	.09
Utrecht Work Engagement Scale-9	Work Engagement (0-54)	24.07	12.21	.96	37.64	10.76	.94	-9.52*
Work Extrinsic and Intrinsic Motivation Scale	Work Motivation							
	Intrinsic Motivation (1-7)	11.26	3.97	.84	14.91	3.42	.76	-8.63*
	Extrinsic Motivation (1-7)	12.31	2.45	.80	11.79	2.94	.84	1.96
	Amotivation (1-7)	8.56	3.89	.82	7.14	3.42	.68	3.39*

*There was a significant difference between the two. $p < .001$

Table 2. Correlations among mental health problems, mental health shame, self-compassion, work engagement and work motivation in Japanese workers (n = 165) and Dutch workers (n=160)

		Japanese Workers									
		1	2	3	4	5	6	7	8	9	
Dutch Workers	1 Age	-	-.34**	-.20**	-.14	.06	.02	-.02	-.04	-.01	
	2 Gender (1=male, 2=female)	-.04	-	.05	.08	-.02	.04	.02	.10	-.14	
	3 Mental Health Problems	-.12	.13	-	.55**	-.51**	-.20**	-.16*	-.09	.48**	
	4 Mental Health Shame	-.09	.08	.46**	-	-.40**	-.13	-.23**	-.15*	.26**	
	5 Self- Compassion	.12	.10	-.11	-.08	-	.31**	.28**	.12	-.44**	
	6 Work Engagement	.58	.14	-.54**	-.38**	.35**	-	.70**	.59**	-.33**	
	7 Intrinsic Motivation	-.02	-.09	-.38**	-.33**	.24**	.62**	-	.66**	-.33**	
	8 Extrinsic Motivation	-.07	-.17*	-.19*	-.15	.19*	.33**	.56**	-	-.18*	
	9 Amotivation	.003	.07	.32**	.20*	.03	-.23**	-.21**	.07	-	
		* $p < .05$, ** $p < .01$									

Table 3. Multiple regressions: Mental health shame, self-compassion, work engagement, and work motivation for mental health problems in Japanese workers (n = 165) and Dutch workers (n=160)

	Dependent Variable: Mental Health Problems					
	Japanese Workers			Dutch Workers		
	<i>B</i>	SE _B	β	<i>B</i>	SE _B	β
Step 1						
Age	-.05	.02	-.21*	-.01	.01	-.12
Gender (1=M, 2=F)	-.10	.51	-.02	.33	.20	.13
Adj. R2		.03			.03	
Step 2						
Age	-.03	.01	-.12	-.01	.01	-.08
Gender	.15	.39	.02	.24	.16	.10
Mental Health Shame	.57	.10	.39***	.17	.05	.26***
Self-Compassion	-4.23	1.28	-.23**	1.20	1.38	.06
Work Engagement	-.17	.16	-.09	-.50	.10	-.43***
Intrinsic Motivation	.78	.40	.18	.05	.24	.02
Extrinsic Motivation	-.15	.64	-.02	-.09	.22	-.03
Amotivation	1.27	.27	.31***	.34	.13	.17*
Δ Adj. R2		.44			.39	

B = unstandardised regression coefficient, SE_B = standard error of the coefficient, β = standardised coefficient. **p* < .05; ***p* < .01; ****p* < .001

Table 4. Summary of the findings, comparing mental health of Japanese and Dutch workers

	Japanese Workers	Dutch Workers
Levels of Mental Health (Aim 1)	Higher mental health shame and amotivation.	Higher mental health problems, work engagement and intrinsic motivation.
	No statistical difference in self-compassion and extrinsic motivation.	
Correlations (Aim 2)	<i>Commonalities</i>	
	<ul style="list-style-type: none"> - Mental health problems were positively associated with mental health shame and amotivation, and negatively associated with work engagement and intrinsic motivation. - Intrinsic motivation was associated with all psychological variables. - Work engagement was related to all psychological, apart from mental health shame in Japanese workers. 	
	<i>Differences</i>	
	Self-compassion was related to almost all psychological variables, but extrinsic motivation.	Self-compassion was only related to work engagement, intrinsic and extrinsic motivation.
	Age was negatively related with mental health problems.	
Predictors (Aim 3)	<i>Commonalities</i>	
	<ul style="list-style-type: none"> - Mental health shame, self-compassion, work engagement and work motivation predicted medium size of variance in mental health problems. - Mental health shame and amotivation were positive predictors of mental health problems. 	
	<i>Differences</i>	
	Age and self-compassion were negative predictors of mental health problems	Work engagement was a negative predictor of mental health problems