Table 1

Observed Correlation Coefficients and Corresponding *P*-Values

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variable | M | SD | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1. Gender | 1.55 | 0.50 | - | .61 | .02 | .64 | .34 | .16 | .22 |
| 2. Age | 32.01 | 4.27 | .08 | - | .21 | .04 | .09 | .10 | .08 |
| 3. Performance | 5.95 | 1.77 | .38 | .20 | - | .00 | .10 | .05 | .00 |
| 4. OCB | 4.00 | 0.46 | .08 | .32 | .57 | - | .12 | .28 | .35 |
| 5. WLB | 5.23 | 0.34 | .16 | -.28 | -.26 | -.25 | - | .01 | .49 |
| 6. Stress | 4.15 | 0.95 | -.22 | -.26 | -.31 | -.17 | -.40 | - | .00 |
| 7. Turnover intention | 2.87 | 0.52 | -.20 | -.28 | -.51 | -.15 | -.11 | .47 | - |

*Note*: *N* = 40. OCB = organizational citizenship behavior; WLB = work-life balance; M = mean; SD = standard deviation. Correlation coefficients are reported below the diagonal and corresponding *p*-values are reported above the diagonal.