

APPENDIX

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Appendix 1: Online Survey

This research project aims to explore the phenomenon of **Self-initiated Expatriates**. The study is part of a Master's work project/dissertation, at Nova School of Business and Economics, in Lisbon.

Your participation in the following survey will provide valuable insights for the research project. Please feel free to share this survey with friends and colleagues who may also contribute to this topic.

All answers will remain anonymous.

Many thanks for your participation.

1. Below is a list of personality traits that may or may not apply to you. On a scale from 1-5, please rate the extent to which the traits apply to you (even if one characteristic is stronger than the other).

	1 Strongly disagree	2 Moderately disagree	3 Neither agree nor disagree	4 Moderately agree	5 Strongly agree
1. Extraverted, enthusiastic.					
2. Critical, quarrelsome.					
3. Dependable, self-disciplined.					
4. Anxious easily upset.					
5. Open to new experiences, complex.					
6. Reserved, quiet.					
7. Sympathetic, warm.					
8. Disorganized, careless.					
9. Calm, emotionally stable					
10. Conventional, uncreative					

2. Considering the following statements, which better applies to your current situation.

2.1. I don't want to work outside of my home-country

2.2. I would like to work outside of my home-country in the future

2.3. I am currently working outside of my home-country (a decision that was self-initiated).

2.4. I already worked outside of my home-country and now returned (a decision that was self-initiated).

3. Please indicate up to 3 locations in which you would like to work (Only if question 2.2 was selected)

Country _____ Country _____ Country _____

City _____ City _____ City _____

4. Please indicate the location in which you work (Only if question 2.3 was selected)

County _____

City _____

5. Please indicate the location in which you have worked (Only if question 2.4 was selected)

County _____

City _____

6. In which sector would you like to work? Tick as many as appropriate.

(Only if question 2.2 was selected)

- 6.1. Consulting
- 6.2. Banking / Financial Sector
- 6.3. Fast-moving Consumer Goods
- 6.4. Industry/ Manufacturing
- 6.5. Technology
- 6.6. Telecommunications
- 6.7. Communication (Marketing, PR, Media, etc)
- 6.8. Tourism and Hospitality
- 6.9. Health
- 6.10. Start-up
- 6.11. Other: _____

7. In which sector do you work? (Only if question 2.3 was selected)

- 7.1. Consulting
- 7.2. Banking / Financial Sector
- 7.3. Fast-moving Consumer Goods
- 7.4. Industry/ Manufacturing
- 7.5. Technology
- 7.6. Telecommunications
- 7.7. Communication (Marketing, PR, Media, etc)
- 7.8. Tourism and Hospitality
- 7.9. Health
- 7.10. Start-up
- 7.11. Other: _____

8. In which sector have you worked? (Only if question 2.4 was selected)

- 8.1. Consulting
- 8.2. Banking / Financial Sector
- 8.3. Fast-moving Consumer Goods
- 8.4. Industry/ Manufacturing
- 8.5. Technology
- 8.6. Telecommunications
- 8.7. Communication (Marketing, PR, Media, etc)
- 8.8. Tourism and Hospitality
- 8.9. Health
- 8.10. Start-up
- 8.11. Other: _____

9. Considering your “dream” location and “dream” job which one has greater importance

(Only if question 2.2 was selected)

- 9.1. Location
- 9.2. Sector/Company

10. When making your decision to move abroad which had greater importance?

(Only if questions 2.3 or 2.4 were selected)

- 10.1. Location
- 10.2. Sector/Company

11. Below are a number of reasons to work abroad that may or may not apply to you. On a scale from 1-5, please rate the extent to which you agree or disagree with the statements.
(Only if questions 2.2; 2.3 or 2.4 were selected)

	1 Strongly disagree	2 Moderately disagree	3 Neither agree nor disagree	4 Moderately agree	5 Strongly agree
11.1. I want to see more of the world.					
11.2. I desire an adventure/challenge.					
11.3. I want new experiences.					
11.4. I desire to enhance my career prospects.					
11.5. I want to do the right thing for promotion.					
11.6 I thought it might do my career some good.					
11.7. My family/ significant others influenced the decision to expatriate.					
11.8. I wanted to do what was best for my family/ significant others					
11.9. I want to escape from my current situation.					
11.10. I am bored with my home country.					
11.11. I want something new.					

12. Below are a number of characteristics that may or may not apply to you. On a scale from 1-5, please rate the extend which the organizational characteristics are important to you.
(Only if questions 2.2; 2.3 or 2.4 were selected)

	1 Not important at all	2 Relatively unimportant	3 Neither important nor unimportant	4 Important	5 Very important
12.1. Gaining career-enhancing experience					
12.2. Feeling good about yourself as a result of working for the organization					
12.3. Acceptance and belonging					
12.4. Having a good relationship with your superiors					
12.5. The organization values and makes use of your creativity					

12.6. Opportunity for promotion					
12.7 Gaining recognition/appreciation from management					
12.8. Job security					
12.9. The organization produces innovative products and services					
12.10. The organization produces high-quality products and services					
12.11. Opportunity to apply what was learned at a tertiary institution					
12.12. The organization is customer-orientated					
12.13. Having above average salary					
12.14. Having an attractive overall compensation package					
12.15. The organization gives back to society (social causes)					
12.16. Opportunity to teach others what you have learned					
12.17. Having supportive and encouraging colleagues					
12.18. Working in a fun working environment					

13. Below is a list of organizational support characteristics that you may or may not have experienced during your working abroad. Please rate whether or not the characteristics below exist/ed. (Only if questions 2.3 or 2.4 were selected)

	1. No	2. Not sure	3. Yes
13.1. The financial incentives and allowances provided to me by the company are good.			
13.2. I have received financial support from the company when I moved.			
13.3. The Company considers my goals when making decisions about my career.			
13.4. I feel that the company cares about my career development.			
13.5. The Company has provided me with many opportunities to ease the transition to the foreign country.			
13.6. Help is available within the company whenever I have questions or concerns about living in the foreign country.			

14. For how long did you work abroad? (years) (Only if question 2.4 was selected)

15. Why did you return? (Only if question 2.4 was selected)

16. Nationality: _____

17. Gender:

17.1. Male

17.2. Female

18. Age: _____**19. Academic Background:**

19.1. High School

19.2. Undergraduate degree

19.3. Post-graduate degree

20. Academic Background Area: _____**21. Have you done Erasmus/ Exchange Program?**

21.1. No

21.2. Yes

Appendix 2: Sample Characteristics

			Frequency	Percent	Valid Percent	Cumulative Percent
Gender	Valid	Male	146	47,1	47,2	47,2
		Female	163	52,6	52,8	100,0
		Total	309	99,7	100,0	
	Total		310	100,0		
Academic Background	Valid	High School	4	1,3	1,3	1,3
		Undergraduate	110	35,5	35,6	36,9
		Post-graduate	195	62,9	63,1	100,0
	Total		309	99,7	100,0	
Total		310	100,0			
Academic Background Area	Valid	Other Areas	138	44,5	44,5	44,5
		Man/ Eco/ Fin	172	55,5	55,5	100,0
	Total		310	100,0	100,0	
Nationality	Valid	Other	138	44,5	44,5	44,5
		Portuguese	172	55,5	55,5	100,0
	Total		310	100,0	100,0	

Appendix 3: Big-Five personality Traits (Ten-Item Personality Inventory)

	Mean	Std. Dev.	Cronbach Alpha
Extraversion			
Extraverted, enthusiastic.	3,81	1,04	0,636
Reserved, quiet. (Inverted)	3,22	1,18	
Agreeableness			
Critical, quarrelsome. (Inverted)	2,55	1,05	0,305
Sympathetic, warm.	4,08	0,78	
Conscientiousness			
Dependable, self-disciplined.	3,89	1,04	0,493
Disorganized, careless. (Inverted)	3,86	0,91	
Emotional Stability			
Anxious, easily upset. (Inverted)	3,36	1,17	0,646
Calm, emotionally stable	3,69	1,05	
Openness to Experience			
Open to new experiences, complex.	3,72	1,04	0,395
Conventional, uncreative. (Inverted)	4,28	0,77	

Appendix 4: Alınışık and Alınışık (2012) Employer Attractiveness scale

	Mean	Std. Dev.	Cronbach Alpha
Factor 1: Social Value			
Gaining career-enhancing experience	4,38	0,70	0,768
Feeling good about yourself as a result of working for the organization	4,5	0,71	
Acceptance and belonging	4,25	0,85	
Having a good relationship with your superiors	4,33	0,72	
The organization values and makes use of your creativity	4,09	0,8	
Opportunity for promotion	4,19	0,90	
Gaining recognition/appreciation from management	4,13	0,87	
Job security	3,79	1,05	
Factor 2: Market Value			
The organization produces innovative products and services	3,96	0,84	0,601
The organization produces high-quality products and services	4,25	0,76	
Opportunity to apply what was learned at a tertiary institution	3,62	0,97	
The organization is customer-orientated	3,75	1,02	
Factor 3: Economic Value			
Having above average salary	3,94	0,99	0,841
Having an attractive overall compensation package	4,02	0,94	
Factor 4: Application Value			
The organization gives back to society (social causes)	3,81	1,04	0,463
Opportunity to teach others what you have learned	3,83	0,97	
Factor 5: Cooperation Value			
Having supportive and encouraging colleagues	4,36	0,67	-
Factor 6: Working Environment			
Working in a fun working environment	4,26	0,74	-

Appendix 5: ANOVA – Differences in 5 Personality traits among SIEs and No SIEs

		Sum of Squares	df	Mean Square	F	Sig.
Extraversion	Between Groups	1,928	1	1,928	2,128	,146
	Within Groups	278,185	307	,906		
	Total	280,113	308			
Agreeableness	Between Groups	,012	1	,012	,023	,879
	Within Groups	153,407	307	,500		
	Total	153,419	308			
Consciousness	Between Groups	,851	1	,851	1,336	,249
	Within Groups	195,602	307	,637		
	Total	196,453	308			
Emotional Stability	Between Groups	,049	1	,049	,054	,817
	Within Groups	280,564	307	,914		
	Total	280,613	308			
Openness to Experiences	Between Groups	8,366	1	8,366	16,994	,000
	Within Groups	151,131	307	,492		
	Total	159,497	308			

Appendix 6: Factor Analysis – Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
	1	4,441	27,756	27,756	4,441	27,756	27,756	2,746	17,161
2	1,965	12,282	40,038	1,965	12,282	40,038	2,083	13,019	30,180
3	1,482	9,261	49,299	1,482	9,261	49,299	1,872	11,698	41,878
4	1,155	7,217	56,516	1,155	7,217	56,516	1,812	11,325	53,203
5	1,037	6,484	63,000	1,037	6,484	63,000	1,568	9,797	63,000
6	,774	4,839	67,839						
7	,744	4,653	72,492						
8	,672	4,197	76,689						
9	,653	4,079	80,768						
10	,601	3,757	84,525						
11	,536	3,351	87,875						
12	,477	2,982	90,857						
13	,458	2,864	93,721						
14	,412	2,574	96,295						
15	,349	2,183	98,478						
16	,244	1,522	100,000						

Extraction Method: Principal Component Analysis.

Appendix 7: Factor Analysis – Rotated Component Matrix

	Component				
	1	2	3	4	5
Gaining career-enhancing experience	,344	,595	,212	,170	-,189
Feeling good about yourself as a result of working for the organization	,088	,765	,027	,064	,160
Acceptance and belonging	,259	,727	-,019	,059	,181
Opportunity for promotion	,633	,263	,267	,264	-,126
Gaining recognition/appreciation from management	,417	,409	-,028	,525	,141
Job security	,630	,140	-,023	,213	,228
The organization produces innovative products and services	,022	,080	,757	,122	,005
The organization produces high-quality products and services	,082	,045	,724	,162	,087
Opportunity to apply what was learned at a tertiary institution	-,035	,075	,170	,793	,026
The organization is customer-orientated	,251	,047	,658	,049	,072
Having above average salary	,850	,031	,132	-,070	,096
Having an attractive overall compensation package	,814	,146	,152	-,160	,077
Opportunity to teach others what you have learned	,017	,098	,200	,777	,176
Having supportive and encouraging colleagues	,170	,134	,090	,226	,764
Working in a fun working environment	,068	,137	,069	,016	,816

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 6 iterations.

Appendix 8: Employer Attractiveness Scale - New Categorization

Scale Items	Mean	Std. Dev.	Factor Loading	Cronbach Alpha
Factor 1: Extrinsic Motivations				
Opportunity for promotion	4,19	0,903	0,63	0,79
Job security	3,79	1,054	0,63	
Having above average salary	3,94	0,987	0,85	
Having an attractive overall compensation package	4,02	0,937	0,81	
Factor 2: Intrinsic Motivations				
Gaining career-enhancing experience	4,38	0,712	0,59	0,65
Feeling good about yourself as a result of working for the organization	4,5	0,845	0,77	
Acceptance and belonging	4,25	0,701	0,73	
Factor 3: Customer-Oriented				
The organization produces innovative products and services	3,96	0,849	0,76	0,62
The organization produces high-quality products and services	4,25	0,759	0,72	
The organization is customer-orientated	3,75	1,023	0,66	

Factor 4: Knowledge Application				
Gaining recognition/appreciation from management	4,13	0,849	0,53	0,65
Opportunity to apply what was learned at a tertiary institution	3,62	0,973	0,79	
Opportunity to teach others what you have learned	3,82	0,974	0,78	
Factor 5: Working Environment				
Having supportive and encouraging colleagues	4,36	0,671	0,76	0,63
Working in a fun working environment	4,26	0,742	0,82	

Appendix 9: Descriptive Statistics of 5 Employer Attractiveness Factors

	N	Minimum	Maximum	Mean	Std. Deviation
Extrinsic Motivations	274	1,00	5,00	3,9863	,76079
Intrinsic Motivations	274	2,33	5,00	4,3759	,58140
Customer-Orientation	274	1,33	5,00	3,9854	,65975
Knowledge Application	274	1,00	5,00	3,8613	,72306
Working Environment	274	2,00	5,00	4,3066	,60295
Valid N (listwise)	274				

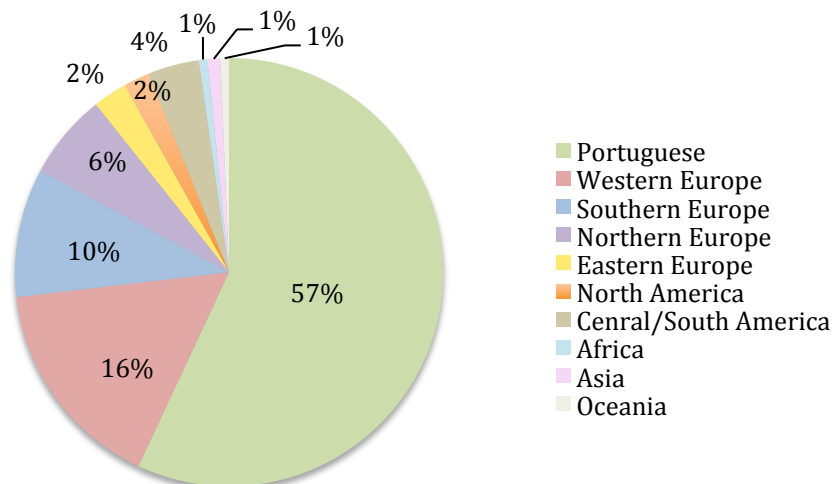
Appendix 10: Paired Samples Statistics of Perceived Importance Levels of Employer Attractiveness Factors

	Mean	N	Std. Deviation	Std. Error Mean
Pair 1 Extrinsic Motivations	3,9863	274	0,76079	0,04596
Intrinsic Motivations	4,3759	274	0,5814	0,03512
Pair 2 Extrinsic Motivations	3,9863	274	0,76079	0,04596
Customer-Orientation	3,9854	274	0,65975	0,03986
Pair 3 Extrinsic Motivations	3,9863	274	0,76079	0,04596
Knowledge Application	3,8613	274	0,72306	0,04368
Pair 4 Extrinsic Motivations	3,9863	274	0,76079	0,04596
Working Environment	4,3066	274	0,60295	0,03643
Pair 5 Intrinsic Motivations	4,3759	274	0,5814	0,03512
Customer-Orientation	3,9854	274	0,65975	0,03986
Pair 6 Intrinsic Motivations	4,3759	274	0,5814	0,03512
Knowledge Application	3,8613	274	0,72306	0,04368
Pair 7 Intrinsic Motivations	4,3759	274	0,5814	0,03512
Working Environment	4,3066	274	0,60295	0,03643
Pair 8 Customer-Orientation	3,9854	274	0,65975	0,03986
Knowledge Application	3,8613	274	0,72306	0,04368
Pair 9 Customer-Orientation	3,9854	274	0,65975	0,03986
Working Environment	4,3066	274	0,60295	0,03643
Pair 10 Knowledge Application	3,8613	274	0,72306	0,04368
Working Environment	4,3066	274	0,60295	0,03643

Appendix 11: Paired Sample t Test of Perceived Importance Levels of Employer Attractiveness Factors

	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Deviat	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
Pair 1 Extrinsic Motivations Intrinsic Motivations	-,38960	,72494	,04380	-,47582	-,30338	-8,896	273	,000
Pair 2 Extrinsic Motivations Customer-Orientation	,00091	,83706	,05057	-,09864	,10047	,018	273	,986
Pair 3 Extrinsic Motivations Knowledge Application	,12500	,88767	,05363	,01943	,23057	2,331	273	,020
Pair 4 Extrinsic Motivations Working Environment	-,32026	,85101	,05141	-,42147	-,21904	-6,229	273	,000
Pair 5 Intrinsic Motivations Customer-Orientation	,39051	,76261	,04607	,29981	,48121	8,476	273	,000
Pair 6 Intrinsic Motivations Knowledge Application	,51460	,72290	,04367	,42862	,60057	11,783	273	,000
Pair 7 Intrinsic Motivations Working Environment	,06934	,69890	,04222	-,01378	,15247	1,642	273	,102
Pair 8 Customer-Orientation Knowledge Application	,12409	,79683	,04814	,02932	,21886	2,578	273	,010
Pair 9 Customer-Orientation Working Environment	-,32117	,79902	,04827	-,41620	-,22614	-6,653	273	,000
Pair 10 Knowledge Application Working Environment	-,44526	,77431	,04678	-,53735	-,35316	-9,519	273	,000

Appendix 12: Nationality sample division (percentage)



Appendix 13: Nationality sample division (observed number)

Region	Countries		Total
Portugal			176
Western Europe	Austrian	2	50
	French	7	
	Belgian	8	
	German	26	
	Luxembourg	1	
	Dutch	5	
	Swiss	1	
Southern Europe	Spanish	1	30
	Italian	25	
	Greek	2	
	Slovenian	1	
	Albanian	1	
Northern Europe	Swedish	2	20
	British	15	
	Welsh	1	
	Norwegian	1	
	Latvian	1	
Eastern Europe	Bulgarian	2	8
	Czech	1	
	Hungarian	1	
	Polish	2	
	Romanian	1	
	Russian	1	
North America	USA	2	6
	Canadian	4	
Central/South America	Brazilian	5	12
	Mexican	4	
	Colombian	3	
Africa	Kenyan	1	2
	Tunisian	1	
Asia	Kazakhstani	1	3
	Chinese	1	
	Lebanese	1	
Oceania	Australian	2	2

Appendix 14: Descriptive Statistics of 5 Employer Attractiveness Factors for Portuguese SIE

	N	Minimum	Maximum	Mean	Std. Deviation
Extrinsic Motivations	144	1,50	5,00	4,1198	,73438
Intrinsic Motivations	144	2,33	5,00	4,4097	,60137
Customer-Orientation	144	1,33	5,00	4,0926	,66368
Knowledge Application	144	1,00	5,00	3,8565	,79592
Working Environment	144	2,00	5,00	4,2743	,61403
Valid N (listwise)	144				

Appendix 15: Paired Samples Statistics of Perceived Importance Levels of Employer Attractiveness Factors for Portuguese SIE

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	Extrinsic Motivations	4,1198	144	,73438	,06120
	Intrinsic Motivations	4,4097	144	,60137	,05011
Pair 2	Extrinsic Motivations	4,1198	144	,73438	,06120
	Customer-Orientation	4,0926	144	,66368	,05531
Pair 3	Extrinsic Motivations	4,1198	144	,73438	,06120
	Knowledge Application	3,8565	144	,79592	,06633
Pair 4	Extrinsic Motivations	4,1198	144	,73438	,06120
	Working Environment	4,2743	144	,61403	,05117
Pair 5	Intrinsic Motivations	4,4097	144	,60137	,05011
	Customer-Orientation	4,0926	144	,66368	,05531
Pair 6	Intrinsic Motivations	4,4097	144	,60137	,05011
	Knowledge Application	3,8565	144	,79592	,06633
Pair 7	Intrinsic Motivations	4,4097	144	,60137	,05011
	Working Environment	4,2743	144	,61403	,05117
Pair 8	Customer-Orientation	4,0926	144	,66368	,05531
	Knowledge Application	3,8565	144	,79592	,06633
Pair 9	Customer-Orientation	4,0926	144	,66368	,05531
	Working Environment	4,2743	144	,61403	,05117
Pair 10	Knowledge Application	3,8565	144	,79592	,06633
	Working Environment	4,2743	144	,61403	,05117

Appendix 16: Paired Sample t Test of Perceived Importance Levels of Employer Attractiveness Factors for Portuguese SIE

	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Deviat	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
Pair 1 Extrinsic Motivations Intrinsic Motivations	-,28993	,70614	,05885	-,40625	-,17361	-4,927	143	,000
Pair 2 Extrinsic Motivations Customer-Orientation	,02720	,84167	,07014	-,11145	,16584	,388	143	,699
Pair 3 Extrinsic Motivations Knowledge Application	,26331	,86066	,07172	,12154	,40508	3,671	143	,000
Pair 4 Extrinsic Motivations Working Environment	-,15451	,83624	,06969	-,29226	-,01676	-2,217	143	,028
Pair 5 Intrinsic Motivations Customer-Orientation	,31713	,78973	,06581	,18704	,44722	4,819	143	,000
Pair 6 Intrinsic Motivations Knowledge Application	,55324	,76355	,06363	,42747	,67902	8,695	143	,000
Pair 7 Intrinsic Motivations Working Environment	,13542	,73379	,06115	,01454	,25629	2,215	143	,028
Pair 8 Customer-Orientation Knowledge Application	,23611	,88664	,07389	,09006	,38216	3,196	143	,002
Pair 9 Customer-Orientation Working Environment	-,18171	,77196	,06433	-,30887	-,05455	-2,825	143	,005
Pair 10 Knowledge Application Working Environment	-,41782	,81435	,06786	-,55197	-,28368	-6,157	143	,000

Appendix 17: ANOVA – Compare the perceived importance levels of 5 Employer Attractiveness factors between Portuguese and non-Portuguese SIE.

		Sum of Squares	df	Mean Square	F	Sig.
Extrinsic Motivations	Between Groups	5,407	1	5,407	9,638	,002
	Within Groups	152,604	272	,561		
	Total	158,011	273			
Intrinsic Motivations	Between Groups	,347	1	,347	1,026	,312
	Within Groups	91,934	272	,338		
	Total	92,281	273			
Customer-Orientation	Between Groups	3,487	1	3,487	8,224	,004
	Within Groups	115,343	272	,424		
	Total	118,830	273			

Knowledge Application	Between Groups	,007	1	,007	,014	,908
	Within Groups	142,723	272	,525		
	Total	142,730	273			
Working Environment	Between Groups	,316	1	,316	,869	,352
	Within Groups	98,932	272	,364		
	Total	99,248	273			

Appendix 18: Descriptive Statistic of 5 Employer Attractiveness Factors for Non-Portuguese SIE

	N	Minimum	Maximum	Mean	Std. Deviation
Extrinsic Motivations	130	1,00	5,00	3,8385	,76494
Intrinsic Motivations	130	2,67	5,00	4,3385	,55837
Customer-Orientation	130	2,00	5,00	3,8667	,63707
Knowledge Application	130	2,00	5,00	3,8667	,63572
Working Environment	130	2,00	5,00	4,3423	,59074
Valid N (listwise)	130				

Appendix 19: Paired Samples Statistics of Perceived Importance Levels of Employer Attractiveness Factors for Non-Portuguese SIE

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	Extrinsic Motivations	3,8385	130	,76494	,06709
	Intrinsic Motivations	4,3385	130	,55837	,04897
Pair 2	Extrinsic Motivations	3,8385	130	,76494	,06709
	Customer-Orientation	3,8667	130	,63707	,05587
Pair 3	Extrinsic Motivations	3,8385	130	,76494	,06709
	Knowledge Application	3,8667	130	,63572	,05576
Pair 4	Extrinsic Motivations	3,8385	130	,76494	,06709
	Working Environment	4,3423	130	,59074	,05181
Pair 5	Intrinsic Motivations	4,3385	130	,55837	,04897
	Customer-Orientation	3,8667	130	,63707	,05587
Pair 6	Intrinsic Motivations	4,3385	130	,55837	,04897
	Knowledge Application	3,8667	130	,63572	,05576
Pair 7	Intrinsic Motivations	4,3385	130	,55837	,04897
	Working Environment	4,3423	130	,59074	,05181
Pair 8	Customer-Orientation	3,8667	130	,63707	,05587
	Knowledge Application	3,8667	130	,63572	,05576
Pair 9	Customer-Orientation	3,8667	130	,63707	,05587
	Working Environment	4,3423	130	,59074	,05181
Pair 10	Knowledge Application	3,8667	130	,63572	,05576
	Working Environment	4,3423	130	,59074	,05181

Appendix 20: Paired Sample t Test of Perceived Importance Levels of Employer Attractiveness Factors for Non-Portuguese SIE

	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Deviat	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
Pair 1 Extrinsic Motivations Intrinsic Motivations	-,50000	,73217	,06422	-,62705	-,37295	-7,786	129	,000
Pair 2 Extrinsic Motivations Customer-orientation	-,02821	,83421	,07316	-,17296	,11655	-,386	129	,701
Pair 3 Extrinsic Motivations Knowledge Application	-,02821	,89522	,07852	-,18355	,12714	-,359	129	,720
Pair 4 Extrinsic Motivations Working Environment	-,50385	,83235	,07300	-,64828	-,35941	-6,902	129	,000
Pair 5 Intrinsic Motivations Customer-Orientation	,47179	,72578	,06366	,34585	,59774	7,412	129	,000
Pair 6 Intrinsic Motivations Knowledge Application	,47179	,67538	,05923	,35460	,58899	7,965	129	,000
Pair 7 Intrinsic Motivations Working Environment	-,00385	,65311	,05728	-,11718	,10949	-,067	129	,947
Pair 8 Customer-Orientation Knowledge Application	,00000	,66537	,05836	-,11546	,11546	,000	129	1,000
Pair 9 Customer-Orientation Working Environment	-,47564	,80296	,07042	-,61498	-,33630	-6,754	129	,000
Pair 10 Knowledge Application Working Environment	-,47564	,72933	,06397	-,60220	-,34908	-7,436	129	,000