

**A Further Understanding of the Effects of Materialism at Work:
Longitudinal and Meta-analytical Evidence**

Doctoral Thesis

Submitted in Partial Fulfillment of the

Requirements for the Degree of

PhD in Management

by

Valentina Reyes Ahumada

Advisor:

Wenceslao Unanue

Santiago

December 2020

Abstract

This thesis explores unanswered issues regarding the established negative consequences of pursuing extrinsic or materialistic goals (e.g., wealth, image, status) versus intrinsic goals (e.g., relationships, self-development, altruism) for individuals, both in the general life context and at work. Specifically, this thesis is comprised by three quantitative studies that draw on Self-determination theory and use more sophisticated methodologies than literature to date allowing to advance in the understanding of *why*, *when* and *in which contexts* these consequences exist. Paper 1 used longitudinal data from a large sample of adult Chilean workers ($N=1841$) to test and provide evidence of the longitudinal mediation of gratitude in the materialism-need satisfaction/need frustration relationship. By doing so, Paper 1 provides a theoretically sound mechanism of why materialism is detrimental for individuals well-functioning. Paper 2 and 3 focus on the work context, testing key underlying assumptions regarding the possible effects of pursuing materialistic values in this context. Paper 2 uses the same sample as Paper 1, but provides between-level (cross-lagged panel model) and within-level (trait-state-occasion model) longitudinal evidence of the negative consequences of pursuing materialism at work by finding a positive relationship between materialism and burnout, mediated by need frustration. Paper 3 systematically reviews the literature addressing the materialism-individual work outcome link using a meta-analytical procedure. Important insights emerge from this paper, as materialism is found to be related stronger to ill-being than to well-being outcomes in the workplace. Education and position in the organization are found to moderate the materialism-wellbeing/illbeing relationship. Furthermore, materialism is found to have both positive and negative consequences for employee's attitudes and behaviors. The results of this thesis extend current literature on materialism and self-determination theory and raise important ethical concerns regarding the promotion of materialistic goals in the work context.

Keywords: Materialism, intrinsic and extrinsic goals, work, self-determination theory, need satisfaction, need frustration, longitudinal analysis, meta-analysis

Acknowledgments

I want to start this section thanking Wenceslao Unanue, my supervisor. I am greatly grateful for his incredible support, encouragement, patience and guidance through these years.

I would also like to thank the several professors that have made me fell in love with the amazing world of research since I started this journey with my master's degree back in 2016. I am especially grateful to Constanza Bianchi and Anja Van den Broeck, who have provided me with thoughtful comments and advice through this process, not to mention numerous other professors of the Universidad Adolfo Ibáñez that contributed to my (still continuing) development as a researcher. As well as thank my very good friends of the 411 room, who were always willing to share a coffee and help me when I needed a push or extra hand. Special thanks to Paulo, Rodrigo and Gonzalo.

I would also like to give very special thanks to my family. I am incredible lucky to have them. Special thanks to my mother and father, Gabriela and Hernán, who have not only always been there for me -sometimes even at their expenses- but have also gave me the tools to become a great part of who I am today. Many thanks also to the love of my life, Mateo, who has support me through every part of this process and always challenges me to go further.

Finally, I would like to thank the Chilean Agencia Nacional de Investigación for the doctoral scholarship and the N°21180367 grant received that provided the necessary funding for this research.

Table of Contents

List of Tables.....	vii
List of Figures.....	ix
List of Abbreviations.....	xi
Introduction.....	1
Chapter 1: Dispositional Gratitude as the Underlying Psychological Process in the Link between Materialism and Basic Psychological Needs: Results from a Longitudinal Test of Mediation Using a Three-wave Panel Design.....	7
Abstract.....	8
Introduction and Literature Review.....	9
Method.....	17
Results.....	20
Discussion.....	26
Conclusion.....	28
Chapter 2: Materialism Predicts Burnout Through the Mediation Played by Need Frustration: Between-person and Within-person Longitudinal Evidence.....	29
Abstract.....	30
Introduction and Literature Review.....	31
Method.....	40
Results.....	44
Discussion.....	48
Conclusion.....	52

Chapter 3: Is Materialism Detrimental at Work? A Meta-analysis of the Relationships between Employee’s Materialism and Individual Work Outcomes.....	54
Abstract.....	55
Introduction and Literature Review.....	56
Method.....	63
Results.....	68
Discussion.....	74
Conclusion.....	80
Final Conclusion.....	82
References.....	83
Appendix A: Consent Form Chapter 1 and Chapter 2	174
Appendix B: Scales Used Chapter 1 and Chapter 2.....	177
Appendix C: List of Search Terms Used in the Meta-analysis (Chapter 3).....	183
Appendix D: Studies Included in the Meta-Analysis: Measures and Sample Characteristics (Chapter 3).....	184

List of Tables

Table 1: Consequences of Materialism at Work.....	135
Table 2: Participants Demographics at T1, T2 and T3 (Chapter 1 and Chapter 2).....	136
Table 3: Descriptive and Zero-order Correlations between all Study 1 Variables (Chapter 1) at T1, T2 and T3.....	137
Table 4: Descriptive and Zero-order Correlations between all Study 2 Variables (Chapter 1) at T1, T2 and T3.....	138
Table 5: Comparison between Hypothesized and Backwads Models (Chapter 1).....	139
Table 6: Descriptive and Zero-order Correlations between all Variables (Chapter 2) at T1, T2, and T3.....	140
Table 7: Standardized Estimates of Structural Parameters from the Full Cross-lagged Panel Model (Chapter 2).....	141
Table 8: Standardized Estimates of Structural Parameters from the Trait-state-occasion Model (Chapter 2).....	143
Table 9: Categorization of Materialism Measures (Chapter 3).....	145
Table 10: Categorization of Work Outcomes Measures (Chapter 3).....	147
Table 11: Sample Characteristics (Chapter 3).....	152
Table 12: Meta-analytical Relationships between Materialism and Work Well-being and Ill-being (Chapter 3).....	154
Table 13: Meta-analytical Relationships between Materialism and Work Attitudes (Chapter 3).....	156
Table 14: Meta-analytical Relationships between Materialism and Work Behaviors (Chapter 3).....	157

Table 15: Summary of Expected Effects and Meta-analytical Results of Materialism-Individual Work Outcomes Relationships (Chapter 3).....	158
Table 16: Country's and Individual's Characteristics as Between Study Moderators (Chapter 3).....	160
Table 17: Work-related Characteristics as Between Study Moderators (Chapter 3).....	161

List of Figures

Figure 1: Hypothetical Model (Chapter 1).....	162
Figure 2: The Longitudinal Mediation Model of Materialism (MVS), Gratitude, Basic Need Satisfaction and Basic Need Frustration (Chapter 1).....	163
Figure 3: Mediation Analyses from Materialism (MVS) to Basic Need Satisfaction (BNS), mediated by Gratitude (GRT) (Chapter 1).....	164
Figure 4: Mediation analyses from Materialism (MVS) to Basic Need Frustration (BNF), Mediated by Gratitude (GRT) (Chapter 1).....	165
Figure 5: The Longitudinal Mediation Model of Materialism (AI), Gratitude, Basic Need Satisfaction and Basic Need Frustration (Chapter 1).....	166
Figure 6: Mediation Analyses from Materialism (AI) to Basic Need Satisfaction (BNS), Mediated by Gratitude (GRT) (Chapter 1).....	167
Figure 7: Mediation Analyses from Materialism (AI) to Basic Need Frustration (BNF), Mediated by Gratitude (GRT) (Chapter 1).....	168
Figure 8: The Longitudinal Mediation Model of Basic Need Satisfaction and Basic Need Frustration, Gratitude and Materialism (MVS) (Chapter 1).....	169
Figure 9: The Longitudinal Mediation Model of Basic Need Satisfaction and Basic Need Frustration, Gratitude, and Materialism (AI) (Chapter 1).....	170
Figure 10: Hypothetical Full Cross-lagged Panel Model for the Association between Materialism, Need Satisfaction, Need Frustration and Burnout (Chapter 2).....	171
Figure 11: Full Cross-lagged Panel Model for the Associatios between Materialism, Basic Need Satisfaction and Basic Need Frustration (Chapter 2).....	172

Figure 12: Measurement Part of Expanded Trait-state-occasion (TSO) Model for the Construct Materialism (Chapter 2).....	173
Figure 13: Expanded Multivariate Trait-state-occasion (TSO) Model for the Associations between Occasion Materialism, Occasion Basic Need Satisfaction, Occasion Basic Need Frustration, and Occasion Burnout (Chapter 2).....	174
Figure 14: Literature Search Diagram (Chapter 3).....	175

List of Abbreviations

AI	Aspiration Index
BNS	Basic Need Satisfaction
BNF	Basic Need Frustration
BPNT	Basic Psychological Needs Theory
BU	Burnout
CLPM	Cross-lagged Panel Model
CFI	Comparative Fit Index
e.g.	For example; abbreviation from the Latin <i>exempli gratia</i>
FIML	Full Information Maximum Likelihood
GCT	Goal Content Theory
HOMA	Hedges and Olkin Meta-analytical Approach
MA	Materialism
MARA	Meta-analytical Regression Analysis
MASEM	Meta-analytical Structural Equation Modeling
MVS	Materialistic Value Scale
RMSEA	Root Mean Square Error of Approximation
SD	Standard Deviation
SDT	Self-determination Theory
SEM	Structural Equation Modelling
TSO	Trait-state-occasion model
WHO	World Health Organization