

TABLE 3. Descriptive statistics for the aggregated variables.

Variable	Mean	SD	Min	Max
Work-Related Stress	22.3	3.42	15	31
Work-Family Conflict	34.9	10.1	10	55
Work Engagement	30.6	11.4	2	54
Psychological Empowerment	59.7	10.3	35	84
Organisational Commitment	11.8	1.27	9	15
Job Satisfaction	8.98	1.70	3	15
Intention to Leave	7.95	2.68	3	15