CHAPTER 4: RESEARCH RESULTS

4.1 Introduction

This chapter presents and reports all the statistical results of the current research, beginning with summary statistics, moments (skewness and kurtosis) and internal reliability of the measures used in the current study. Next, additional analysis relating to data collected during the conference versus data collected in organisations will be presented. These additional statistics will be presented in order to assess whether the two groups are significantly different on the measures used in the present research. Pearson product moment correlation analysis and multiple moderated regressions relating to the hypotheses setout in the current study will be presented. For ease of reading and clarity the results of the statistical techniques that were used will be presented in tables, which will also be briefly elaborated upon in text.

4.2 Descriptive statistics

Descriptive statistics were performed in the current study to measure the levels of compassion fatigue on the sample of EAP practitioners. According to Figley (1993a; 1995) the scores of 26 or less denote extremely low risk of Compassion Fatigue; 27 – 30 low risk; 31 – 35 moderate risk; 36 – 40 high risk; (41 or more) extremely high risk. Scores indicators for Table 3 are as follows: ComFat 1: (26 or less) extremely low risk; ComFat 2: (27- 30) low risk; ComFat 3: (31-35) Moderate risk; ComFat 4: (36-40) high risk; ComFat 5: (41 or more) extremely high risk.

	ComFat 1	ComFat 2	ComFat 3	ComFat 4	ComFat 5	**Total**
Number of Participants	2	2	6	15	74	**99**
Data 1 (N and %)	1(1.01%)	1(1.01%)	4(4.04%)	10(10.10%)	33(33.33%)	**49**
Data 2 (N and %)	1(1.01%)	1(1.01%)	2(2.04%)	5 (5.05%)	41(41.41%)	**50**

Table 3: Comparison of sub-sample's level of Compassion Fatigue (N=99)

Keys to interpret level of compassion fatigue experienced by practitioners

- ComFat 1: (26 or less) extremely low risk
- ComFat 2: (27- 30) low risk
- ComFat 3: (31-35) Moderate risk
- ComFat 4: (36-40) high risk
- ComFat 5: (41 or more) extremely high risk

Table 3 is a comparison of data collected at the conference (Data 1) and data collected in organisations (Data 2), together with the number of participants and percentage in relation to the sample in the current research. In both Data 1 and Data 2 there was 1 (or 1.01%) participant at extremely low risk of compassion fatigue or ComFat 1, and similarly for low risk level of compassion fatigue or ComFat 2 there was 1 (or 1.01) participant in both Data 1 and Data 2. At moderate risk of compassion or ComFat 3 there were 4 (or 4.04%) participants for Data 1 and there were 2 (or 2.02%) participants for Data 2, at the level of high risk compassion fatigue or ComFat 4 there were 10 (or 10.10%) participants for Data 1 and 5 (or 5.05%) for Data 2, and at extremely high compassion fatigue there were 33 (or 33.33%) participants as compared to Data 2 were there were 41 (or 41.41%).

The trend in Table 3 indicates that participants in both sub-samples are either at high risk for experiencing compassion fatigue or experience high levels of compassion fatigue. In addition, the result indicates that the two sub-samples are similar in their experiences of compassion fatigue or their risk of experiencing compassion fatigue. Thus, the current research treats both sub-samples as one. The following table looks at the combined level of compassion fatigue for the overall sample size (ninety-nine participants) in the research.

	ComFat 1	ComFat 2	ComFat 3	ComFat 4	ComFat 5	**Total**
Number of Participants	2	2	6	15	74	**99**
Percentages	2.02%	2.02%	6.06%	15.15%	74.74%	**100%**

Table 4: Participant's level of Compassion Fatigue (N=99)

Keys to interpret level of compassion fatigue experienced by practitioners
- ComFat 1: (26 or less) extremely low risk
- ComFat 2: (27- 30) low risk
- ComFat 3: (31-35) Moderate risk
- ComFat 4: (36-40) high risk
- ComFat 5: (41 or more) extremely high risk

Table 4 indicates the number of participants who are experiencing compassion fatigue at each level. There were two (or 2.02) participants were at extremely low risk level, another two (or 2.02) who were at low risk, six (or 6.06%) were at moderate risk, (15 or

15.15%) were at high risk, and (74 or 74.74%) were on extremely high risk. Approximately 90% of the EAP practitioners experienced high levels of compassion fatigue or were at high risk and above level of compassion fatigue.

Variable	N	Median	Mean	SD	Variance
Compassion Fatigue	99	50.00	53.71	16.44	270.51

Table 5: Descriptive statistics on participant's level of Compassion Fatigue (N=99)

Table 5 indicates that the level of compassion fatigue that the participants experience was extremely high, this is because it was at extremely high risk level, which means that this sample is both experiencing high levels of compassion fatigue and/or are at high risk of experiencing high levels of compassion fatigue. The mean is (53.71) for the sample in the current research, with 24 being the minimum value and 111 being the maximum value. The standard deviation of (16.44) indicates that most participants scored between (20.83) and (74.83) two standard deviations of either side of the mean. In addition, the compassion fatigue measure had a larger variance of (270.51) which indicates that individual values of the random variable (compassion fatigue) tend to be further from the mean, on average.

4.3 Reliability, summary statistics and moments of the various scales

Table 6 indicates the mean, standard deviation, variance, skewness and kurtosis of the different measures in the current research. In addition, skewness and kurtosis are measures of moments, which have to be between 1 and -1 to be interpreted as good (Hopkins and Weeks, 1990). In addition, moments (i.e. skewness and kurtosis) determine whether a researcher uses parametric or non-parametric statistics to analyse and interpret the data.

Table 6: Summary statistics and moments of the scales (N=99)

Variables	Mean	Median	SD	Variance	Skewness	Kurtosis
Job control	40.21	40.00	6.17	38.10	-0.505	-0.078
Workload	33.67	34.00	8.25	68.20	-0.137	-0.404
Collegial Support	28.84	28.00	9.45	89.31	0.610	-0.009
Sense of Coherence	60.40	54.00	10.31	106.30	0.222	-0.286
Compassion Fatigue	53.71	50.00	16.44	270.51	0.406	1.319

In terms of the current research the variable with a problematic kurtosis is compassion fatigue, with a kurtosis higher than +1 (1.319), nonetheless the skewness level of (0.406) is acceptable. Furthermore, the level of kurtosis and skewness is outside the range of between -1 and +1 is minimal, which indicates that they are within acceptable levels (Hopkins and Weeks, 1990). Thus, it can be argued that the scales used in the current research meet the assumptions of normality, despite some problems discussed above.

Variables	Alpha (α)	N	Min	Max	Range	No. of items
Job control	0.88	99	25.00	50.00	26.00	10
Workload	0.86	99	12.00	52.00	40.00	11
Collegial Support	0.92	99	11.00	55.00	44.00	11
Sense of Coherence	0.70	99	25.00	83.00	48.00	13
Compassion Fatigue	0.89	99	0	111.0	111.0	30

Table 7: Reliability, number of participants, minimum and maximum range, and number of items in a scale (N=99)

Table 7 indicates the different Cronbach alphas, number of participants in the measures, the minimum and maximum values recorded in the scales together with the range, and number of items in each scale. As briefly discussed in the previous section, Cronbach alphas for the scales in the current research are exceptional with reference to the cut-off value established in the statistical literature. Collegial Support had the highest internal consistency reliability (0.92), whiles other measures such as job control (0.88), workload (0.86) and compassion fatigue (0.89) had acceptable Cronbach alpha values, and sense of coherence (orientation to life questionnaire) was the only measure that had a reliability value at the cut-off level (0.70). In addition, the reliability level is acceptable with regards to the number of items (13-items) according to the guidelines provided by (Rosenthal and Rosnow, 1991; Howell, 1995).

4.4 Comparison of data collected at the conference and data collected in organisations

Additional statistics were conducted in the present research to test whether the two data gathering groups (i.e. data collected at the conference and data collected outside the conference) were significantly different in terms of the measures (job control, workload, collegial support, compassion fatigue and sense of coherence) used in the current study. A correlation matrix was used to test for significance. In addition, a t-test was used to measure which group was found to be significant (referred to as data in the table) and the different measures in the study. A t-test statistics indicates significant difference between the two data gathering groups (Howell, 1998).

Table 8: Correlation between sub-samples and measures used in the current study (N=99)

	Job Control	Workload	Collegial Support	Compassion Fatigue	Sense of Coherence
Data	0.03	0.07	0.05	0.21*	-0.14

Significance level *p<0.05   p<0.01**

Table 8 indicates that statistical significance was only found between the two data gathering groups (data) for compassion fatigue. However, the relationship between the two variables is both weak and positive.

This result indicates that the two sub-samples in the current study had some difference on their level of compassion fatigue, thus a t-test was be performed to examine whether the level of compassion fatigue for the two sub-samples were significantly different. Due to the fact that correlational significance was obtained for the compassion fatigue measure only, the t-test will only be performed on compassion fatigue and the two sub-samples only.

Table 9 indicates that the experience of compassion fatigue is significantly different for the two groups, t = -2.17 (significance level = 0.03) is significant at 0.05. In addition, it also indicates that the data collected from organisations had a higher mean (57.2) as compared to data collected at the conference, which had a mean of (50.16). Implications for these results will be discussed in the following chapter.

Table 9: T-test for compassion fatigue   (N=99)

Statistics									
Variable	**Data**	**N**	**Lower CL Mean**	**Mean**	**Upper CL Mean**	**Lower CL Std Dev**	**Std Dev**	**Upper CL Std Dev**	**Std Err**
ComFat	**1**	49	45.881	50.163	54.446	12.434	14.91	18.627	2.13
ComFat	**2**	50	52.292	57.2	62.108	14.426	17.27	21.52	2.4423
ComFat	**Diff (1-2)**		-13.48	-7.037	-0.595	14.158	16.145	18.787	3.2455

T-Tests					
Variable	**Method**	**Variances**	**DF**	**t Value**	**Pr > |t|**
ComFat	**Pooled**	Equal	97	-2.17	0.0326
ComFat	**Satterthwaite**	Unequal	95.5	-2.17	0.0324

Equality of Variances					
Variable	**Method**	**Num DF**	**Den DF**	**F Value**	**Pr > F**
ComFat	**Folded F**	49	48	1.34	0.3103

4.4 Correlations

Pearson Product Moment Correlations were performed in the present study to measure relationships, their strengths and direction between the independent work environment variables (job control, workload and collegial support), the moderator variable of sense of coherence, and the dependent variable of compassion fatigue. This was to test hypotheses one to three, which were set-out in the hypothesis section in the current research. In addition, Table 10 is a correlation matrix for the scales in the present research. This will be used to present various correlations between measures, which are hypotheses 1, 2 and 3. More importantly, the assumptions of the following analysis (correlations and stepwise regressions) have been examined and met, as discussed earlier in the chapter.

Table 10: Pearson Product Moment Correlation Matrix of the variables in the study (N=99)

	Job Control	Workload	Collegial Support	Compassion Fatigue	Sense of Coherence
Job Control		_	_	_	_
Workload	-0.31**		_	_	_
Collegial Support	0.001	0.29		_	_
Compassion Fatigue	-0.10	0.36**	0.33**		_
Sense of Coherence	0.11	-0.18	-0.09	-0.35**	

Significance level p< 0.05* p<0.01**

4.4.1 Hypothesis 1

Hypothesis one asserted that there is a relationship between work environment variables (job control, workload, collegial support) and compassion fatigue. This hypothesis was further broken down into three different hypotheses. Hypothesis 1a expected a negative relationship between job control and compassion fatigue, hypothesis 1b a positive relationship between workload and compassion fatigue and hypothesis 1c a negative relation between collegial support and compassion fatigue.

Table 11: Correlation between Work Environment variables and Compassion Fatigue (N=99)

	Compassion Fatigue
Job Control	-0.10
Workload	0.36**
Collegial Support	0.33**

Significance level *p<0.05   p<0.01**

Table 11 indicates that there is no relationship between job control and compassion fatigue, which means that there is no enough information to accept or reject this hypothesis.

Table 11 indicates that there is a relationship between workload and compassion fatigue. This result supports hypothesis 1b set-out in the current research, which expected a positive significant relationship between workload and compassion fatigue.

Table 11 also indicates a relationship between collegial support and compassion fatigue. This is an interesting result because a negative relationship that was expected between collegial support and compassion fatigue. This result does not support hypothesis 1c set-out in the current study and implies that this hypothesis is rejected.

4.4.2 Hypothesis 2

Table 12: Correlation between Sense of Coherence and Compassion Fatigue (N=99)

	Compassion Fatigue
Sense of Coherence	- 0.35**

Significance level *p<0.05   **p<0.01

Hypothesis 2 stated that there would be a negative relationship between sense of coherence and compassion fatigue. Table 12 indicates that there is no relationship between sense of coherence and compassion fatigue. This result does not support hypothesis 2 set-out in the current study, which expected a negative significant result, and implies that hypothesis 2 is rejected. Implications of this result will be discussed in the following section, as this is an interesting unexpected result.

4.4.3 Hypothesis 3

Hypothesis 3 stated that there is a relationship between work environment variables and sense of coherence. Hypothesis 3 was set-out in the current study to examine the relationship between sense of coherence and work environment variables as both a theoretical argument that sense of coherence increases the level of job control and collegial support experienced, and reduces level of workload experienced. In addition, this hypothesis was set-out as a pre-condition for the moderator model, to examine the moderating nature of sense of coherence.

Like hypothesis 1, hypothesis 3 was further broken hypothesis 3a, 3b and 3c. Hypothesis 3a expected a positive relationship between job control and sense of coherence, hypothesis 3b a negative relationship between workload and sense of

coherence and hypothesis 3c a positive relationship between collegial support and sense of coherence, respectively.

Table 13: Correlation between Work Environment variables and Sense of Coherence (N=99)

	Sense of Coherence
Job Control	0.11
Workload	-0.18
Collegial Support	-0.09

Significance level *p<0.05   **p<0.01

Table 13 firstly indicates that there is no relationship between job control and sense of coherence, which does not support hypothesis 3a, which expected a positive significant relationship. Thus, hypothesis 3a is rejected.

Secondly, that there is no relationship between workload and sense of coherence, which also does not support hypothesis 3b, which expected a negative significant between workload and sense of coherence.

Finally, Table 13 indicates that there is no relationship between collegial support and sense of coherence. This is an interesting result because it does not support hypothesis 3c, which is rejected in the current study. Despite the point that the results of the hypotheses do not support expected relationships, the results for hypothesis three nonetheless supports one of the conditions of moderators, which is the argument that the independent variable(s) should ideally not be correlated with the moderator variable(s), and this indicates a condition of independence between the variables as discussed by Aiken and West (1991) on prerequisites for moderating relationships. In addition, implications for these results will be discussed in the following section.

4.5 Contributions of independent variables and moderator variable in explaining Compassion Fatigue

Stepwise regressions were conducted for compassion fatigue, which is the dependent variable and all the independent variables in the study (job control, workload and collegial support) together with the moderator variable of sense of coherence. The first stepwise regression was conducted on the dependent variable, independent variables and moderator variable. The second one was conducted on the dependent variable, independent variables, moderator variable and interaction variables (job control x sense of coherence, workload x sense of coherence and collegial support x sense of coherence) in the current study. These regression analyses were conducted to examine the contributions of each of the variables (independent variables, interaction variables, moderator variable) to explaining compassion fatigue.

Table 14: Summary of Stepwise Regression for Compassion Fatigue (N=99)

Summary of Stepwise Selection					
Step	Variable Entered	Partial R-Square	Model R-Square	C(p)	F Value
1	Workload	0.1272	0.1272	16.6428	14.13***
2	Sense of Coherence	0.0850	0.2122	7.7705	10.36**
3	Collegial Support	0.0529	0.2651	3.0036	6.84*

Significance level *p<0.05   **p<0.01 ***P<0.001

Table 14 indicates that workload, sense of coherence and collegial support were significant. Job control was the only variable not entered into the model, which implies that job control does not play a role in explaining compassion fatigue. This method indicates that the three variables were significant in explaining compassion fatigue. Workload (F= 14.13; significant at p<0.001level) is the largest factor in explaining compassion fatigue and therefore the biggest contributor 12%. Followed by sense of coherence (F= 10.36; significant at p<0.01 level) with a contribution of 8.5%. Finally, collegial support (F= 6.84; significant at p<0.05 level) contributed 5.29%. Therefore, the three variables explained 26.51% of compassion fatigue.

Table 15: **Summary of Stepwise Regression with interaction variables for Compassion Fatigue (N=99)**

Summary of Stepwise Selection					
Step	Variable Entered	Partial R-Square	Model R-Square	C(p)	F Value
1	Workload	0.1272	0.1272	24.5203	14.13***
2	Workload x Sense of Coherence	0.1090	0.2361	11.6013	13.69***
3	Collegial Support	0.0525	0.2886	6.4181	7.00**
4	Sense of Coherence	0.0151	0.3036	6.3564	2.03

Significance level *p<0.05   **p<0.01 ***P<0.001

Table 15 similarly to table 14 indicates that workload, sense of coherence and collegial support are significant contributors to compassion fatigue. With reference to the interaction variables, which were also entered on the regression equation (job control x sense of coherence, workload x sense of coherence and collegial support x sense of coherence) only workload x sense of coherence (F= 13.69; significant p<0.001 level) loaded significantly and contributed 10.9% to compassion fatigue. More importantly all the variables, which loaded in the equation explained 30.36% of compassion fatigue.

4.6 Hypothesis 4

Hypothesis 4 tested whether sense of coherence moderates the relationship between work environment variables (i.e. job control, workload and sense of coherence) and compassion fatigue. To test a moderator three interaction variables between three work environment variables and sense of coherence were created (e.g. job control X sense of coherence, workload X sense of coherence and collegial support X sense of coherence). These products were used as predictors or independent variables to test the moderator on compassion fatigue as a dependent variable.

In addition, various graphs to demonstrate the relationship between the independent moderator and the dependent variables were constructed to represent the relationship when each variable is one standard deviation above the mean (represented as 1 or high), when it is at the middle or moderate (represented as 0 or mean) and one standard deviation below the mean (represented as -1 or low). In other words, all the variables in the current study were split into three groups represented as -1, 0 and +1

or low, middle or high, for example -1 on sense of coherence implies the group that had low sense of coherence, 0 represents the group that had middle or moderate level of sense of coherence and +1 indicates the group that had high sense of coherence. The splitting of the groups into three (low, moderate, high) was done on the basis of the participants' level of compassion fatigue, in order to examine the moderating nature of sense of coherence.
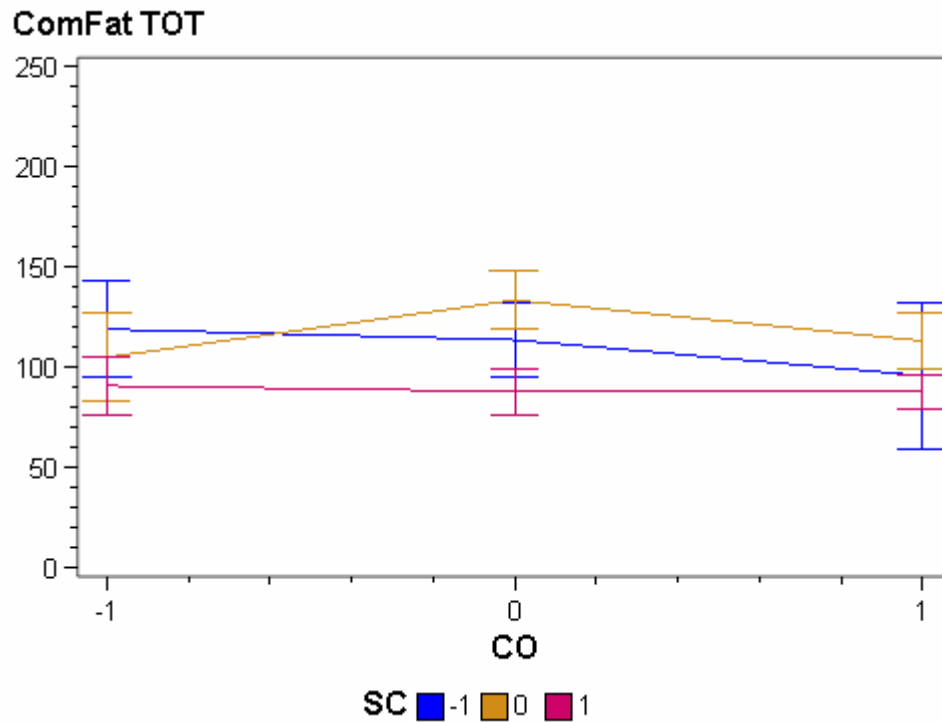
4.6.1 Role of Sense of Coherence in the relationship between Job Control and Compassion Fatigue

Table 16 indicates that the interaction term (Job control x sense of coherence) is not significant (t=1.15; p=0.25), which indicates that sense of coherence does not moderate the relationship between job control and compassion fatigue. Furthermore, the p-value associated with job control is not significant (t= -1.24; p=0.21), which implies that there are no main effects. This result does not support hypothesis 4a set-out in the current research, which expected sense of coherence to moderate the relationship between job control and compassion fatigue. This result indicates that hypothesis 4a is rejected.

Figure 3 is a representation of the interaction between sense of coherence, job control and compassion fatigue at each level (described at 4.6 as hypothesis 4). This figure will be explained and reported in terms of low sense of coherence, medium or moderate sense of coherence and high sense of coherence groups. For the low sense of coherence group (represented in blue), level of compassion fatigue decreases with the increase in job control. For the Moderate sense of coherence group (represented in orange), level of sense of coherence changes with the increase in job control levels. For the high sense of coherence group (represented in red), level of compassion fatigue remains stable despite the different or increasing levels of job control.

The current results further indicate that sense of coherence may moderate the relationship between job control and compassion fatigue, especially that the level of both job control and compassion fatigue remains stable for the high sense of coherence individuals. The figure above suggests that sense of coherence may play a role in the relationship between job control and compassion fatigue for participants with a high sense of coherence, despite the results of the moderated multiple regressions, which did not support hypothesis 4a.

Figure 3: Role of Sense of coherence in moderating the relationship between Job control and Compassion Fatigue (N=99)

Keys: ComFat ToT = Compassion Fatigue; SC = Sense of Coherence; CO = Job Control

Table 16: Role of Sense of coherence in moderating the relationship between Job control and Compassion Fatigue (N=99)

Analysis of Variance					
Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	3	14185	4728.48834	5.12	0.0025
Error	95	87820	924.41797		
Corrected Total	98	102005			

Root MSE	30.40424	R-Square	0.1391
Dependent Mean	105.26263	Adj R-Sq	0.1119
Coeff Var	28.88418		

Parameter Estimates						
Variable	DF	Parameter Estimate	Standard Error	t Value	Pr > |t|	Standardized Estimate
Intercept	1	311.52313	114.76418	2.71	0.0079	0
Job Control	1	-3.57335	2.88104	-1.24	0.2179	-0.68373
Sense of coherence	1	-3.19771	1.86802	-1.71	0.0902	-1.02192
Job Control x Sense of coherence	1	0.05360	0.04663	1.15	0.2532	0.97902

4.6.2 Role of Sense of Coherence on the relationship between Workload and Compassion Fatigue

Table 17 indicates that the interaction term (workload x sense of coherence) is significant (t= -2.20; p=0.03) at 0.05 level of significance. This indicates that sense of coherence moderates the relationship between workload and compassion fatigue. This result supports hypothesis 4b, which expected sense of coherence to moderate the relationship between workload and compassion fatigue. This further means that we accept hypothesis 4b.

In addition, the p-value associated with workload is significant (t=2.74; p=0.007), which indicates that there are main effects between job control and compassion fatigue. Sense of coherence contributes 50% of the variance, workload contributes 144%, and the interaction product contributes –129% of compassion fatigue in the model.

Figure 4 is a graphic representation of the role of sense of coherence as a moderator to the relationship between workload and compassion fatigue. The current figure will be interpreted with the level of sense of coherence (at low level, moderate level and high level). This figure indicates that for the low sense of coherence group (represented in the blue colour), level of compassion fatigue increases with the increase in workload level. For the Moderate sense of coherence group (represented in orange), level of compassion fatigue increases with the increase in workload levels. For the high sense of coherence group (represented in red), level of compassion fatigue remains relatively stable despite the different levels of workload. This result indicates that for the high sense of coherence group, both workload and compassion fatigue are stable, which indicates that role of sense of coherence in experiencing both compassion fatigue and workload in the EAP practitioner role.

The graphical representation (Figure 4) of the interaction between sense of coherence, workload and compassion fatigue further confirms that individuals with high sense of coherence will experience less compassion fatigue and workload.

Figure 4: Role of Sense of coherence in moderating the relationship between workload and Compassion Fatigue (N=99)
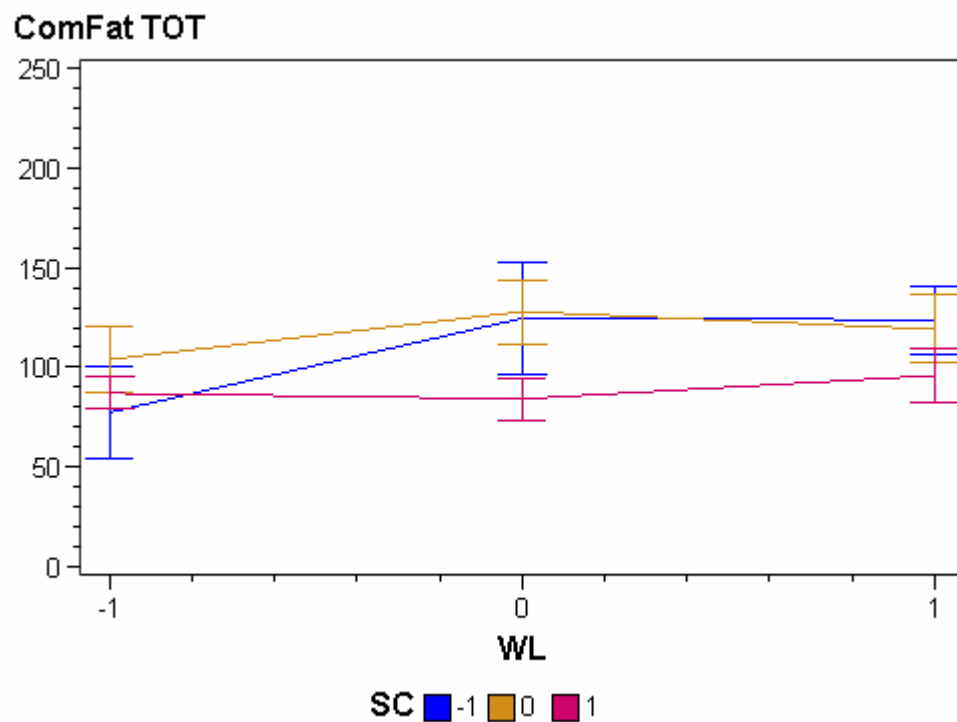
Keys:

ComFat ToT = Compassion Fatigue; WL = Workload; SC = Sense of coherence

Table 17: Role of Sense of coherence in moderating the relationship between workload and Compassion Fatigue (N=99)

Analysis of Variance					
Source	**DF**	**Sum of Squares**	**Mean Square**	**F Value**	**Pr > F**
Model	3	25528	8509.36788	10.57	<.0001
Error	95	76477	805.02177		
Corrected Total	98	102005			

Root MSE	28.37291	**R-Square**	0.2503
Dependent Mean	105.26263	**Adj R-Sq**	0.2266
Coeff Var	26.95440		

Parameter Estimates						
Variable	**DF**	**Parameter Estimate**	**Standard Error**	**t Value**	**Pr > |t|**	**Standardized Estimate**
Intercept	1	-30.21903	73.08679	-0.41	0.6802	0
Workload	1	2.92316	1.06824	2.74	0.0074	1.44975
Sense of coherence	1	1.56666	1.16989	1.34	0.1837	0.50067
Workload x Sense of coherence	1	-0.03803	0.01731	-2.20	0.0304	-1.28716

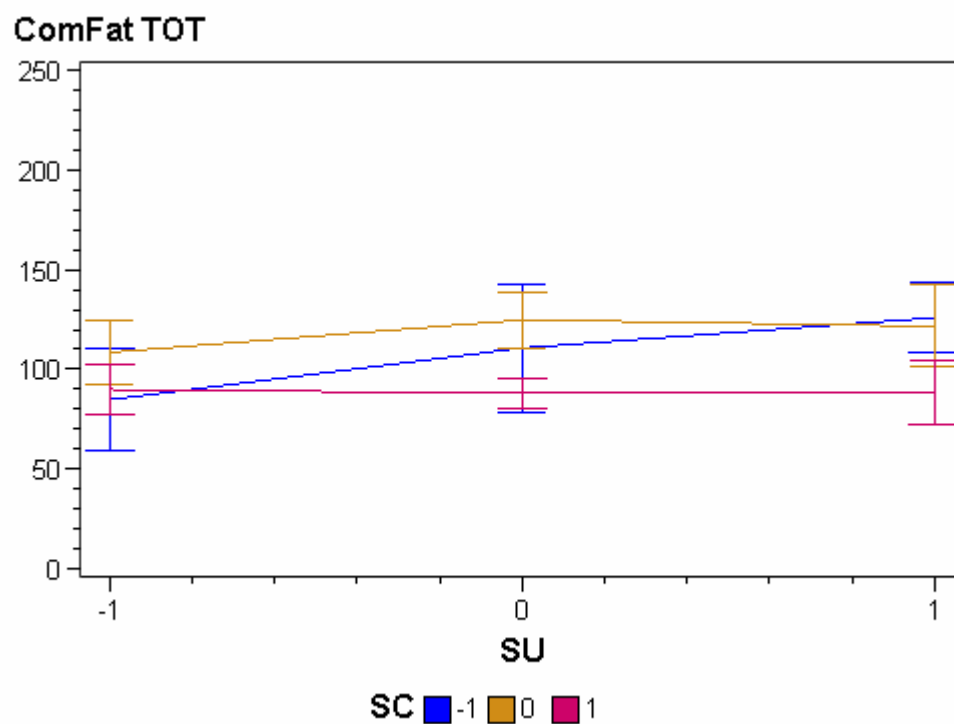### 4.6.3 Role of Sense of coherence in moderating the relationship between collegial support and compassion fatigue

Table 18 indicates that the interaction term (collegial support x sense of coherence) (t=-2.47; p=0.01) is significant, which implies that sense of coherence moderates the relationship between collegial support and compassion fatigue. This result supports hypothesis 4c set-out in the current research, which expected sense of coherence to moderate the relationship between collegial support and compassion fatigue.

In addition, the p-value associated with collegial support (t=3.00, p=0.003) is significant, which means that there are main effects associated with collegial support and compassion fatigue. This main effect indicates that collegial support increases the level of compassion fatigue; part of the main effects is largely due to the nature of the correlation relationship between the variables. Nonetheless, sense of coherence moderates the relationship between collegial support and compassion fatigue.

Figure 5 is a schematic representation of the relationship between sense of coherence, collegial support and compassion fatigue. This figure will be interpreted with the level of sense of coherence at low, moderate and high levels. For the low sense of coherence group (represented in blue), level of compassion fatigue increases with the increase in collegial support level. For the Moderate sense of coherence group (represented in orange), level of sense of coherence steadily increases with the increase in collegial support level. For the high sense of coherence group (represented in red), level of compassion fatigue remains stable despite the different levels of collegial support.

The three sense of coherence groups (high, moderate and low) indicate that manner in which sense of coherence moderates the relationship between collegial support and compassion fatigue. They indicate that sense of coherence does not play a role in the low and moderate groups, but produces stability in experiences of compassion fatigue and collegial support in the high sense of coherence group. This result indicates that sense of coherence is a moderator for the high sense of coherence participants.

Figure 5: Role of Sense of coherence in moderating the relationship between workload and Compassion Fatigue (N=99)

Keys: ComFat TOT = Compassion Fatigue; SU = Collegial Support; SC = Sense of coherence

Table 18: Role of Sense of coherence in moderating the relationship between collegial support and Compassion Fatigue (N=99)

Analysis of Variance					
Source	**DF**	**Sum of Squares**	**Mean Square**	**F Value**	**Pr > F**
Model	3	27041	9013.65410	11.42	<.0001
Error	95	74964	789.09694		
Corrected Total	98	102005			

Root MSE	28.09087	**R-Square**	0.2651
Dependent Mean	105.26263	**Adj R-Sq**	0.2419
Coeff Var	26.68646		

Parameter Estimates						
Variable	**DF**	**Parameter Estimate**	**Standard Error**	**t Value**	**Pr > |t|**	**Standardized Estimate**
Intercept	1	-2.73465	59.54112	-0.05	0.9635	0
Collegial support	1	2.91045	0.97008	3.00	0.0034	1.63553
Sense of coherence	1	1.30768	0.97721	1.34	0.1840	0.41791
Collegial support x Sense of coherence	1	-0.03963	0.01607	-2.47	0.0154	-1.46888

4.7 Summary of Results

With reference to background statistics, descriptive statistics indicate that the current sample of EAP practitioners in the current research were either at extremely high risk of compassion fatigue or were experiencing extremely high compassion fatigue.

With reference to the central statistics and hypotheses set-out in the current research. The first hypothesis there was a relationship between workload and compassion fatigue, which implies that hypothesis 1b, is accepted, and a relationship negative significant relationship between collegial support and compassion fatigue, which does not support hypothesis 1c. The result was not expected and the implications of this finding will be discussed in the following section. For hypothesis two, there was no relationship between sense of coherence and compassion fatigue. Thus, this result does not support hypothesis 2 which expected a negative significant relationship between sense of coherence and compassion fatigue.

For hypothesis three, there was no relationship between sense of coherence and any of the work environment variables (job control, workload and collegial support). This result does not support of hypothesis 3a, 3b and 3c, which expected significant relationships (e.g. a positive relationship between job control and sense of coherence, a negative relationship between workload and sense of coherence, and a positive relationship between collegial support and sense of coherence). Nonetheless, the results of the hypothesis support a condition for the multiple moderated regressions, that for a moderator to exist, there should ideally be no significant correlation between the moderator(s) and the independent variable(s) (Cohen and Cohen, 1983).

 In addition to the central research statistics, for hypothesis 4 sense of coherence was found to moderate the relationship between workload and compassion fatigue, and the relationship between collegial support and compassion fatigue. This result support hypothesis 4b and 4c, which expected sense of coherence to play a moderator role. Thus, the relationship between job control and compassion fatigue was not moderated by sense of coherence. This result does not support hypothesis 4a in the current study, which expected sense of coherence to moderate the relationship between job control and compassion fatigue.

In terms of the additional analysis, the correlation matrix indicated that the two sub-samples were only significant on compassion fatigue. Thus, a t-test was utilised to indicate whether the two groups were significantly different. The t-test found that there was a significant difference between the group whose data was collected in organisations and the group whose data collected at the conference. The implications of these results will be explored and discussed in the next section.

Stepwise regression results before adding interaction variables indicate that workload, sense of coherence and collegial support were significant at various respective significant levels, which indicates that job control does not play a role in explaining compassion fatigue. Therefore the three variables explained 26.51% (Table 14) of compassion fatigue (collegial support, workload and sense of coherence). In addition, stepwise regressions with interaction variables indicate that workload, sense of coherence and collegial support are significant contributors to compassion fatigue, together with the interaction variable of workload x sense of coherence. This result indicates that when interaction variables are added to the regression equation together with the work environment variables and sense of coherence, only workload x sense of coherence contributes to explaining compassion fatigue. More importantly all the significant variables (workload, collegial support, sense of coherence and workload x sense of coherence) in the equation explained 30.36% of compassion fatigue (Table 15).