MASTER'S THESIS

Title of the Master's Thesis

„Workplace Humor Styles and work-related Outcomes: A Relationship moderated by Values?"

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Abstract

The use of humor in the workplace seems to differ from the use of humor in general life. The recently developed short work-related Humor Styles Questionnaire (swHSQ; Scheel, Gerdenitsch, & Korunka, 2016) enables a more sophisticated approach to research workplace humor. However, it has only been used in the Austrian/German and the US context. This study applied the new measure to the French working context. Relations between workplace humor styles and outcomes (irritation, job satisfaction, occupational job-efficacy, work engagement) were investigated. Findings were differently from Scheel et al. (2016). Furthermore, a possible moderating role of cultural values was assessed. Moderation was found for the effect of self-enhancing, affiliative and self-defeating workplace humor on outcomes. No moderation was found for aggressive workplace humor. Thus, the influence of values should be taken into account when investigating the effects of workplace humor styles on outcomes.

Keywords: humor styles, irritation, job satisfaction, occupational self-efficacy, cultural values

Introduction

Having an impact on every part of life, humor is getting ever more relevant. Researchers have investigated humor in various contexts. Some address humor in general (e.g. Martineau, 1972; Morkes, Kernal, & Nass, 1999) while some refer to more specific scopes as for example education (e.g. Bryant, Crane, Comisky, & Zillmann, 1980; Stuart & Rosenfeld, 1994; Suzuki & Heath, 2014; Torok, McMorris, & Lin, 2004; Wanzer & Frymier, 1999; Weaver & Cotrell H. W., 2001), well-being and psychological health (Dyck & Holtzman, 2013; Ganz & Jacobs, 2014; Kuiper & McHale, 2009; Porterfield, 1987; Thorson, Powell, Sarmany-Schuller, & Hampes, 1997) and the workplace (Al Obthani, Omar, & Bakri, 2013; Mesmer-Magnus, Glew, & Viswesvaran, 2012; Romero & Arendt, 2011; Scheel et al., 2016). Scheel et al. (2016) developed a measure exclusively assessing workplace humor, the short and work-related Humor Styles Questionnaire (swHSQ).

Although their findings supported the swHSQ as being a reliable and efficient tool to measure workplace humor, they found differences for two disparate samples concerning the relations of the four workplace humor styles with work-related outcomes. For a mixed Austrian-German sample of professionals Scheel et al. (2016) found affiliative and self-enhancing workplace humor to be negatively related to emotional irritation (Mohr, Müller, Rigotti, Aycan, & Tschan, 2006) as well as positively related to occupational self-efficacy (Rigotti, Schyns, & Mohr, 2008) and only self-defeating workplace humor to be negatively related to job satisfaction (Kunin, 1955). They also found higher positive workplace humor in Austrian professionals than in German. However, for a US sample, Scheel et al. (2016) also found affiliative and self-enhancing workplace humor to be positively

associated with occupational self-efficacy, but only self-enhancing workplace humor was found to be negatively related to emotional irritation. Furthermore, aggressive workplace humor was found to be positively related to cognitive and emotional irritation and only self-enhancing workplace humor was positively related to job satisfaction (Scheel et al., 2016).

Scheel et al. (2016) assume these differences to be due to variances in cultural values. And already Martineau (1972) noted the importance of studying humor in cultural context. Besides the findings of Scheel et al. (2016), several study authors also found indications for cultural differences in use and meaning of humor styles, for general humor as well as for workplace humor (Kalliny, Cruthirds, & Minor, 2006; Kazarian & Martin, 2006; Scheel et al., 2016; Taher, Kazarian, & Martin, 2008).

Thus, this master's thesis firstly aims to replicate the swHSQ in the French working context. Given that work engagement is considered to be the antipode of burnout (Schaufeli, Bakker, & Salanova, 2006) and on the individual level burnout is associated with depression (Maslach, Schaufeli, & Leiter, 2001), whereof irritation is an antecedent (Mohr et al., 2006), relations of workplace humor styles to work engagement will be investigated as well. Besides, work engagement was found to be positively related to occupational self-efficacy (Bakker & Demerouti, 2008; Bakker, Schaufeli, Leiter, & Taris, 2008) and both were found to be positively related to adaptive humor styles (Guenter, Schreurs, Van Emmerick, Gijsbers, & Van Iterson, 2013; Scheel et al., 2016).

Secondly, this master's thesis will contribute to shed light on the role of cultural values concerning the relations of the workplace humor styles to outcomes.

A possible moderating role of several values (Hofstede, Hofstede, & Minkov, 2010; Schmidt, Bamberg, Davidov, Herrmann, & Schwartz, 2007; Schwartz, 1999) concerning the workplace humor styles relations to relevant outcomes is investigated.

Theoretical Background

Workplace Humor

Definitions of humor vary. Some researchers conclude that the terms *humor*, *sense of humor*, *fun* and *joking* are and should be used interchangeably (Al Obthani et al., 2013; Mesmer-Magnus et al., 2012). Nevertheless, there are indeed differences. *Joking* refers to the act of sending the message, *fun* means feeling the humor (Al Obthani et al., 2013), *sense of humor* can be seen as a personality trait (Mesmer-Magnus et al., 2012) and humor is a much broader term referring to "…anything that people say or do that is perceived as funny and tends to make others laugh, (…) the mental processes that go into both creating and perceiving such an amusing stimulus, and also the affective response…" (Martin, 2007, p. 5).

Although potentially disadvantageous effects of humor have been brought to discussion long time ago (e.g. Kahn, 1989), Mesmer-Magnus et al. (2012) concluded that the majority of research dealt with positive humor. With the Humor Styles Questionnaire (HSQ) Martin et al. (2003) developed a measure assessing positive and negative humor styles and that at the same time is able to depict prior research results and scale types (Mesmer-Magnus et al., 2012). They confirmed four styles of humor based on their purposes: (1) affiliative humor: using humor to improve relationships with others (i.e., joke around, amuse others and reduce interpersonal tension), (2) self-enhancing humor: using humor to enhance oneself (i.e., being generally amused by life-related inconsistencies, rather than depressed, humor as a defense mechanism), (3) aggressive humor: using humor to enhance the self at the expense of others (i.e., to criticize and manipulate others by implicitly threatening them or putting them down), (4) self-defeating

humor: using humor to enhance relationships at the expense of oneself (i.e., hiding latent issues by excessively demeaning oneself humorously). The first and the second style are considered positive and therefore called "adaptive" humor, whereas the third and fourth style are considered negative and therefore called "maladaptive" humor.

Lately, a short and work-related version of the HSQ was developed (Short Work-related Humor Styles Questionnaire, swHSQ; Scheel et al., 2016). The swHSQ is meeting the need for a measure regarding the adequate assessment of work related humor. As already depicted by Robert et al. (2015), the authors of the swHSQ also found the negative workplace humor styles to be inverted (aggressive humor possessing the lowest mean) compared to the order found for humor in general (HSQ). In accordance with Scheel et al. (2016) this supports the presumption of an existing difference in the use and impact of humor with respect to these two different contexts.

Recent research has shown important implications for humor in the workplace. It is related to organizational creativity (Lang & Lee, 2010), well-being at work (Guenter et al., 2013), leader effectiveness, leader-member exchange (Decker & Rotondo, 2001; Pundt & Herrmann, 2015; Robert et al., 2015), perception of stress, satisfaction with co-workers and supervisors, organizational commitment and team-cohesion (Cann, Watson, & Bridgewater, 2014; Romero & Arendt, 2011; Romero & Cruthirds, 2006). Positive humor in the workplace, for instance, is associated with effective workplace functioning, good physical and mental health as well as with buffering burnout, stress and work withdrawal (Mesmer-Magnus et al., 2012). Adaptive humor expression was also found to be associated with higher work engagement (Guenter et al., 2013). Work engagement, in turn, was found to

be positively related to job performance, client satisfaction and financial outcomes (Demerouti, Bakker, Nachreiner, & Schaufeli, 2001; Xanthopoulou, Bakker, Demerouti, & Schaufeli, 2009) and negatively to burnout (Bakker & Demerouti, 2007). Taking this into account, humor in the workplace is remarkably of note.

The humor styles have also been associated to personality (Greengross, Martin, & Miller, 2012; Martin et al., 2003; Saroglou & Scariot, 2002). Affiliative humor was found to be positively correlated to extraversion, openness and agreeableness and negatively to neuroticism; self-enhancing humor is positively associated with extraversion, openness, conscientiousness and agreeableness and negatively with neuroticism; aggressive humor is positively related to extraversion and neuroticism and negatively related to agreeableness and conscientiousness; self-defeating humor is positively associated with neuroticism and negatively with emotional stability, agreeableness and conscientiousness (Greengross et al., 2012; Martin et al., 2003; Ruch & Heintz, 2013; Saroglou & Scariot, 2002). However, differences were found with respect to different samples.

Humor and Culture

To understand the link between humor and culture, one has to take a closer look at cultural values. Research concerning this matter occurs on two levels: the group/societal and the individual level (Smith & Schwartz, 1997).

One common way to investigate cultural differences are the Six Dimensions of National Culture by Hofstede et al. (2010), that investigate on group level. According to them:

Culture is always a collective phenomenon, because it is at least partly shared with people who live or lived within the same social environment, which is where it was learned. Culture consists of the unwritten rules of the social game.

It is *the collective programming of the mind that distinguishes the members of one group or category of people from others* [no emphasis added]. (Hofstede et al., 2010, p. 6).

Corresponding to Hofstede et al. (2010), there are various manifestations of cultural differences. Starting with symbols, representing the most primitive manifestation of culture, followed by heroes and ensued by rituals, values represent the deepest manifestation of culture.

They define values as "broad tendencies to prefer certain states of affairs over others" (Hofstede et al., 2010, p. 9) and postulate six dimensions as follows: (1) *power-distance*: the extent to which the less powerful members of institutions and organizations within a country expect and accept that power is distributed unequally; (2) *individualism vs. collectivism*: the degree of interdependence a society maintains among members; (3) *masculinity vs. femininity*: the extent to which a society will be driven by competition, achievement and success (masculine) or by the values of caring for others and quality of life (feminine); (4) *uncertainty avoidance*: the extent to which members of a culture feel threatened by ambiguous or unknown situations and have created beliefs and institutions that try to avoid these; (5) *long-term vs. short-term orientation*: high score societies encourage thrift and efforts in modern education as a way to prepare for the future (long-term) whereas low score societies prefer to maintain time-honored traditions and norms while viewing societal change with suspicion (short-term); and (6) *indulgence vs. restraint*: the extent to which people try to control their desires and impulses (Hofstede, 2001, 2011; Hofstede et al., 2010; Hofstede, Neuijen, Ohayv, & Sanders, 1990).

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Some researchers used Hofstede's dimensions to explain differences in the use of humor. For example, Kalliny et al. (2006). They found Arabs to have used significantly less self-defeating and self-enhancing humor than did Americans and explained their finding with regard to power-distance. In high power-distance cultures the need for those in power to use affiliative or self-enhancing humor negates. There is no need to gain respect because it is preassigned due to the acceptance of unequal distribution of power (e.g. high status differences) (Kalliny et al., 2006). Similarly, people in high power-distance cultures have much to lose, when using self-defeating humor (Kalliny et al., 2006). Arab countries (in this case Egypt and Lebanon) score considerably higher on that dimension than the US does.

Scheel et al. (2016) found Austrian attorneys to have shown higher positive humor than German professionals. They explained this difference via the cultural dimension long-term orientation and indulgence: Austria scores lower in long-term orientation and higher in indulgence in comparison to Germany, meaning that Austrians are less pragmatic/future oriented but more relaxed than Germans and generally see leisure time as more important. According to Scheel et al. (2016) this "may hint to a more "serious work culture" in Germany than in Austria" (p. 459).

Another approach to values is the Schwartz Value Theory. The definitions of the dimension were found to overlap to some extent (Schwartz, 2004). For example, Hofstede's power-distance shared 16% of its variance with Schwartz's hierarchy/egalitarianism dimension, while it shared 32% variance with autonomy/embeddedness (Schwartz, 2004). Schwartz (2004) concludes, that

there is some overlapping but that each value system captures unique aspects concerning culture.

Unlike Hofstede's Six Dimensions of National Culture, the dimensions and values are based on a priori theory (Schwartz, 2011; Smith & Schwartz, 1997).

According to Fischer, Vauclair, Fontaine, & Schwartz (2010), Hofstede argues that the structure of values at the societal and the individual level is not associated, while Schwartz presupposes association. In their research Fischer et al. (2010) found substantial structure similarity concerning the value levels, contradicting Hofstede's and supporting Schwartz' view. The value theory by Schwartz (1994, 1999, 2011) specifies a cultural and an individual level approach, based on the same tool of measurement but argues that values can function differently with regard to the two levels (Schwartz, 2011; Smith & Schwartz, 1997). The latter seems to explain why Fischer et al. (2010) found some, but no complete similarity of structure for the value levels.

Hence, the Schwartz value theory seems to be more appropriate.

Concerning the culture-level approach, Schwartz (2006a, 2011) distinguishes seven value orientations located on three bipolar dimensions: (I) *Autonomy vs. Embeddedness*: (1) *Intellectual autonomy*: "Intellectual autonomy encourages individuals to pursue their own ideas and intellectual directions independently", (2) *Affective autonomy*: "Affective autonomy encourages individuals to pursue arousing, affectively positive personal experience", (3) *Embeddedness*: "'Embeddedness' cultures emphasize maintaining the status quo and restraining actions that might disrupt in-group solidarity or the traditional order"; (II) *Egalitarianism vs. Hierarchy*: (4) *Egalitarianism*: "'Egalitarian' cultures urge people to recognize one another as moral equals who share basic interests as human

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beings", (5) *Hierarchy*: "'Hierarchy' cultures rely on hierarchical systems of ascribed roles to insure responsible, productive behavior"; (III) *Harmony vs. Mastery*: (6) *Harmony*: "Harmony cultures emphasize fitting into the social and natural world, accepting, preserving, and appreciating the way things are, (…) [they] discourage efforts to bring about change and encourage maintaining smooth relations and avoiding conflict", (7) *Mastery*: "Mastery cultures encourage active self-assertion by individuals or groups in order to master, direct, and change the natural and social environment and thereby to attain group or personal goals. They emphasize the desirability of active, pragmatic problem-solving that can produce 'progress'" (2011, pp. 471–472). The three dimensions form a circular structure, comprising the seven value orientations (Schwartz, 2006a).

Nations differ concerning the adjudged importance of the seven cultural value orientations (Schwartz & Ros, 1995). Regarding to this, Western Europe (11 countries, including Austria, Germany and France) furthermore seems to form a distinctive region, that in this matter substantially differs from the US (Schwartz & Ros, 1995).

However, a dataset by Schwartz (2008) comprising the mean importance of the seven cultural value orientations for 80 countries allows a more differentiated description of France:

In France, the mean importance of the value *intellectual* as well as *affective autonomy* is above the average importance (about 2 standard deviations (*SD*)) across 80 countries (about 1 *SD*) higher than the US, similar to Austria and Germany). This means, individuals in France seem to be generally encouraged to pursue own ideas and positive experience. Concerning *embeddedness*, France scores higher (about 2 *SD*) than the average (about 1 *SD* lower than the US,

similar to Austria and Germany). Thus, individuals seem to be encouraged to maintain traditions. In *egalitarianism*, France also scores higher than the average (about 1 *SD*) of the 80 countries of the dataset (about 1 *SD* higher than the US, similar to Austria and Germany). Therefore, individuals seem to be slightly less encouraged to see each other as equals than the average. Concerning *hierarchy*, France is fairly situated on the mean with regard to the 80 countries (similar to the US, similar to Austria and Germany). Thus, France seems to rely on hierarchical systems as much as the average does. In *harmony*, France is again fairly situated on the mean (about 2.5 *SD* higher than US, about 1 *SD* lower than Germany and similar to Austria). So, France does not seem to encourage individuals to be more or less harmonious than the average of the listed countries. Regarding *mastery*, France scores below (about 1 *SD*) the average (about 2.3 *SD* lower than US, about 1 *SD* higher than Austria and Germany), meaning that French individuals seem to be less encouraged concerning self-assertion than the average of the listed countries. (Schwartz, 2008)

Moreover, a recent study by Minkov & Hofstede (2014) showed that the regions of Europe's nations also tend to form fairly distinct national clusters on measures of Schwartz' basic human values (individual level).

Schwartz (2014) also established a model to explain the link between cultural values and the values of individuals. He argues that "No individual carries the culture. The culture influences every individual in a unique way. The values of all individuals reflect the influence of the latent culture channeled through their particular exposure to societal institutions" (Schwartz, 2014, p. 9).

Concerning the individual-level approach Schwartz et al. (2001) define basic human values as "desirable, transsituational [sic] goals, varying in importance,

that serve as guiding principles in people's lives" (p. 521). The values are understood to be universal, each being based on at least one of three universal necessities of human existence, as are: (I) satisfaction of humans biological needs, (II) enabling social interactions and (III) assurance of good functioning and survival of the group (Schwartz, 1999, 2006b, 2012a; Smith & Schwartz, 1997). Theory distinguishes the following ten values: (1) *Self-Direction*: "Independent thought and action-choosing, creating, exploring."; (2) *Stimulation*: "Excitement, novelty, and challenge in life."; (3) *Hedonism*: "Pleasure and sensuous gratification for oneself."; (4) *Achievement*: "Personal success through demonstrating competence according to social standards."; (5) *Power*: "Social status and prestige, control or dominance over people and resources."; (6) *Security*: "Safety, harmony and stability of society, of relationships, and of self."; (7) *Conformity*: "Restraint of actions, inclinations, and impulses likely to upset or harm others and violate social expectations or norms."; (8) *Tradition*: "Respect, commitment and acceptance of the customs and ideas that traditional culture or religion provide the self."; (9) *Benevolence*: "Preservation and enhancement of the welfare of people with whom one is in frequent personal contact."; (10) *Universalism*: "Understanding, appreciation, tolerance and protection for the welfare of all people and for nature." (Schwartz et al., 2001, p. 521). The values are organized in a circular way on the two bipolar dimensions "*openness to change vs. conservation*" and "*self-enhancement vs. self-transcendence*" (Schwartz et al., 2001; Schwartz, 2012a; Schwartz & Boehnke, 2004; Smith & Schwartz, 1997). The circular arrangement of the values represents the underlying motivational continuum (Schwartz, 2006b; Schwartz et al., 2001). Meaning that "the closer any 2 values in either direction around the circle, the more similar their underlying motivations,

and the more distant any 2 values, the more antagonistic their underlying motivations. This structure is a circumplex [sic] except for tradition outside conformity" (Schwartz et al., 2001, pp. 521–522).

Like humor styles, individual values are related to personality (Schwartz, 2011, 2014). A recent meta-analysis by Parks-Leduc et al. (2015) supports the theory. They found the personality factor openness to be positively correlated to the values self-direction, stimulation and universalism and negatively to tradition, conformity and security. Agreeableness was positively correlated with the values benevolence, universalism, tradition and conformity and negatively with power. Extraversion was positively related to the values stimulation, power, achievement and hedonism. Conscientiousness was positively correlated with the values security, conformity and achievement, while emotional stability was not correlated with values (Parks-Leduc et al., 2015).

Because the present study does not follow a culture-comparative approach but seeks to investigate the influence of individuals values on the relation between workplace humor and its outcomes (i.e., irritation, job satisfaction, occupational self-efficacy and work engagement), research on the individual level has to be considered. Consequently, the present study will use the basic human values. The chosen approach is coherent with a recommendation by Smith & Schwartz (1997, p. 84).

Definitions and Hypotheses with Regard to Relevant Outcomes

Irritation. Physical work strain has reduced and mental strain has increased over the last years (Mohr et al., 2006). In Austria the number of sick days resulting from mental illnesses has almost tripled since 1990 (Leoni, 2015). The concept of irritation describes a state of mental impairment and uncertainty resulting from

perceived goal-discrepancy and consisting of cognitive and emotional strain and is positively related to depression (Mohr et al., 2006). Cognitive strain alias *cognitive irritation* refers to rumination, which is defined by not being able to let the mind rest while emotional strain alias *affective* or *emotional irritation* refers to irritability (Mohr et al., 2006). Irritation can be seen as antecedent of depressive symptoms, as the relation between stressors and more severe mental impairments are mediated by irritation (Mohr et al., 2006).

Scheel et al. (2016) found emotional irritation to be negatively related to affiliative and self-enhancing workplace humor styles (in the US-sample only to self-enhancing humor). This was expectable with affiliative humor easing up others and self-enhancing humor representing a generally humorous outlook on problems in life (Martin et al., 2003). Apart from that, concerning a European sample both adaptive styles were found to be negatively correlated with the personality factor neuroticism (Ruch & Heintz, 2013). No significant relation to cognitive irritation was found.

Aggressive workplace humor was found to be positively related to cognitive and emotional irritation only in the US-sample, while self-defeating workplace humor was found to be positively related to cognitive and emotional irritation only in the Austrian-German sample (Scheel et al., 2016). Consistent with this finding, for two European samples self-defeating humor was found to be positively related to neuroticism, while aggressive humor was not significantly related (Ruch & Heintz, 2013; Saroglou & Scariot, 2002). Therefore, no significant relations of aggressive workplace humor and irritation are expected for the French context. Based on the aforementioned I hypothesize:

H1: a) Affiliative and self-enhancing workplace humor will be significantly

negatively related to emotional irritation.

b) Self-defeating workplace humor will be positively related to both

cognitive and emotional irritation.

Job Satisfaction. Following Locke (1976) job satisfaction refers to "a

pleasurable or positive emotional state resulting from the appraisal of one's job or

job experiences" (as cited in Wilkin, 2013, p. 47). It was found to be associated to

job performance in various ways (Judge, Thoresen, Bono, & Patton, 2001) and to

be positively related to adaptive humor styles (Mesmer-Magnus et al., 2012).

Scheel et al. (2016) found self-enhancing workplace humor to be positively

related to job satisfaction in the US sample. This relation seems logical because

this humor style is associated with having a generally positive view regarding

obstacles in life, hence presumably also with relation to work. Also, in an US and a

Swiss sample increased use of self-enhancing humor was found to be related to

enhanced self-esteem, while concerning a Belgium sample it was not (Martin et

al., 2003; Ruch & Heintz, 2013; Saroglou & Scariot, 2002). Self-esteem was found

to correlate positively with job satisfaction (Judge, Bono, & Locke, 2000; Judge et

al., 2001). With regard to Belgium, I suggest not to find a relationship between

self-enhancing workplace humor and job satisfaction for the French context.

Concerning the Austrian-German sample of Scheel et al. (2016), self-defeating

workplace humor was found to be negatively related to job satisfaction. This also

seems to make sense, as the use of self-defeating humor suggests latent

unconstructive feelings and was related to reduced self-esteem in European

samples (Ruch & Heintz, 2013; Saroglou & Scariot, 2002). Inconsistently, though

self-defeating humor was also related to low self-esteem in an US sample (Martin

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et al., 2003), but Scheel et al. (2016) did not find significant relationship concerning their US sample. Affiliative and aggressive workplace humor were not found to be related to job satisfaction (Scheel et al., 2016). As self-esteem seems to be unrelated to aggressive and affiliative humor concerning a Belgium sample (Saroglou & Scariot, 2002), I assume not to find a respective relationship concerning France. Therefore, I hypothesize:

H2: Self-defeating workplace humor will be negatively associated to job satisfaction.

Occupational Self-Efficacy. According to Bandura (1977) self-efficacy is „the conviction that one can successfully execute the behavior required to produce the outcomes" (p. 193). Correspondingly, occupational self-efficacy „refers to the competence that a person feels concerning the ability to successfully fulfill the tasks involved in his or her job" (Rigotti et al., 2008, p. 239). Occupational self-efficacy is positively related to affective commitment, meaning self-efficacious people are likely to be committed to their employer or rather their job (Schyns & von Collani, 2002). Also, people with higher levels in occupational self-efficacy have higher levels in work engagement (Bakker et al., 2008). Scheel et al. (2016) found occupational self-efficacy to be positively related to affiliative and self-enhancing workplace humor in the Austrian-German and the US-sample. This again is not uncommon, because of the positive nature of these two styles. Furthermore, neuroticism was found to be negatively correlated to occupational self-efficacy (Schyns & von Collani, 2002) and both styles were as well found to be negatively correlated to neuroticism in a Swiss and an US sample (Greengross et al., 2012; Ruch & Heintz, 2013).

Also, self-defeating workplace humor was found to be negatively related to occupational self-efficacy in the Austrian-German sample (Scheel et al., 2016). This seems consistent, because self-defeating workplace humor refers to putting oneself down and is related to low self-esteem and avoidance (Martin et al., 2003; Ruch & Heintz, 2013; Saroglou & Scariot, 2002). The latter is contradicting the aforementioned characteristics of self-efficacy (Schyns & von Collani, 2002). Aggressive workplace humor was found to be negatively related to occupational self-efficacy only in the US-sample (Scheel et al., 2016). This speaks for a different meaning of aggressive workplace humor in the US context, as its relations to self-esteem are similar to the findings for two European samples. Seeing more parallels between France and Europe than France and the US, no relationship between aggressive workplace humor and occupational self-efficacy is expected for the French context. Thus, I hypothesize:

> *H3*: a) Affiliative and self-enhancing workplace humor will be positively related to occupational self-efficacy.
>
> b) Self-defeating workplace humor will be negatively associated to occupational self-efficacy.

Work Engagement. Work engagement "is defined as a positive, fulfilling, work-related state of mind that is characterized by vigor, dedication, and absorption" (Schaufeli, Salanova, González-Romá, & Bakker, 2002, p. 74). Vigor is characterized by having a lot of energy and power of endurance when pursuing a goal. Dedication is defined by loyal commitment to and strong involvement in one's work. While absorption means being fully absorbed in one's work and having trouble to detach from work while losing track of time (Schaufeli et al., 2006). Work engagement was found to be positively related to job satisfaction as

well as negatively to depression (Schaufeli, Taris, & Van Rhenen, 2008). For the benefit of companies it has positive relations to job performance, client satisfaction and financial outcomes (Demerouti et al., 2001; Xanthopoulou et al., 2009) and is also considered to be the antipode of burnout (Schaufeli et al., 2006). Likewise, work engagement indicates occupational well-being and engaged people are highly self-efficacious (Bakker & Demerouti, 2008; Bakker et al., 2008). In a recent study Guenter et al. (2013) also found adaptive humor expression to be positively related to work engagement and maladaptive humor expression to be unrelated to work engagement. Given that Scheel et al. (2016) found a relationship between workplace humor styles and occupational self-efficacy, and the relatedness of occupational self-efficacy and work engagement, there most likely will be a similar relationship of workplace humor styles to work engagement as to occupational self-efficacy. Hence, I hypothesize:

> *H4*: Affiliative and self-enhancing workplace humor will be positively related to work engagement.

Hypotheses with Regard to Values

With regard to the role of values concerning the relationship between workplace humor styles and work-related outcomes, the following is assumed.

Self-enhancing humor and the individual value stimulation appear to be connected through the personality factor openness. Thus, regarding the hypothesized relationship between workplace humor styles and emotional irritation, I hypothesize:

> *H5 a):* When scores of the individual value stimulation are high the negative correlation between self-enhancing workplace humor and emotional irritation will intensify.

Self-defeating humor is characterized by diminishing oneself (Martin et al., 2003). In contrast, high hedonism values suggest high appreciation and sensuous gratification for oneself (Schwartz, 2006b). This seems somehow contradictory. Therefore, the scoring in hedonism may affect the relationship between self-defeating humor and emotional irritation. I hypothesize:

H5 b): When scores of the individual value hedonism are high the positive relation between self-defeating workplace humor and emotional irritation will weaken. When scores of the individual value hedonism are low the positive relation between self-defeating workplace humor and emotional irritation will increase.

Self-enhancing humor is characterized by a generally positive outlook on life and its tasks (Martin et al., 2003). Occupational self-efficacy is characterized by the belief of being able to accomplish the respective goal (Schyns & von Collani, 2002). Thus, people who value achievement, i.e. personal success through competence, might be advantaged. Also people with more flexibility to react to the respective situation could benefit. Thus, I hypothesize:

H5 c): When scores of the individual value achievement are high, the positive relation between self-enhancing workplace humor and occupational self-efficacy will increase.

H5 d): When scores of the individual value security are low, the positive relation between self-enhancing workplace humor and occupational self-efficacy will increase.

Due to its conjunction to occupational self-efficacy, the same pattern with regard to the moderating role of security is also hypothesized for the relation between self-enhancing humor and work engagement.

H5 e): When scores of the individual value security are low, the positive relation between self-enhancing workplace humor and work engagement will increase.

The other possible combinations regarding a moderating effect of values concerning the relationship between workplace humor styles and the four work-related outcomes will be included on exploratory basis.

Method

Procedure

The survey was conducted in French language. Data collection took place in France during June, July and August 2015.

Initially, several acquaintances working in French companies respectively French subsidiaries of international companies were contacted. They were asked to consult with their supervisors respectively the person in charge whether it would be possible for them (their company or their department) to participate in this study. Those who were interested then received an email inviting them to participate and to share the attached pdf (consisting of a short cover letter and the link to the online-survey) with their staff members and/or colleagues.

Secondly, the cover letter with the embedded link was adapted for social media and posted to several groups on Facebook. Therefore, addressing the French working population in general as well as working students and other types of workers.

At the end of the online-survey participants could optionally leave their email-address for the distribution of the final results of the study.

Sample

A total of 93 participants completed the online-survey, which was set up via EFS-Survey (Online-Survey-Software by Questback GmbH; this research was conducted using the academic program Unipark). Final sample size is 92, one had to be excluded due to response bias. Study participants were on average 29.8 years old (SD = 9.9) ranging from 19 to 54 years. One did not provide information concerning age. Twenty-two participants were male (23.9%) and 70 were female

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(76.1%). Most participants (N = 82) were French (89.1%), 10 (10.9%) were not but on average already 4.1 years living in France (SD = 5.8, range = 0-18; years had to be indicated in integral numbers). About half (45, 48,9%) of the participants indicated to be currently enrolled at a university, 3 (3.3%) participants did not answer this question whereas 44 (47,8%) indicated currently not to be enrolled. Fifty-nine participants (64,1%) indicated to be employee while 32 indicated to be leaders. One did nor provide information. Participants were on average 7.6 years (SD= 8.8) part of the working population (had to be indicated in integer values) and 3.4 years (SD = 4.6) working for their present employer. 54.5% indicated to be working for the same employer for less than one year. Fifty-nine participants (64.1%) indicated to be employees while 32 (34.8%) indicated to be supervisors, one (1.1%) did not provide information. Furthermore, one (1.1%) reported to have completed an apprenticeship, 5.4% (N = 5) held a university degree awarded after two years of basic studies, 25% (N = 23) held a university degree corresponding to a bachelor's degree (three years of studies) and 52.2% (N = 48) held a university degree corresponding to the master's degree (four to five years of studies). Another 5.4% (N = 5) reported to hold a PhD (8 years of studies) and 10.9% (N = 10) reported to have accomplished other education.

Measures

Humor Styles in the Workplace

Humor styles in the workplace were assessed with the swHSQ (Scheel et al., 2016). A French version of the 12 item scale was developed via modification of the existing French edition of the HSQ (Saroglou & Scariot, 2002) in correspondence with the German and English version of the swHSQ by Scheel et al. (2016). The four humor styles were assessed with three items each. For

example, affiliative workplace humor: "I don't have to work very hard at making my colleagues laugh - I seem to be a naturally humorous person."; self-enhancing workplace humor: "If I am feeling depressed at work, I can usually cheer myself up with humor."; aggressive workplace humor: "If someone makes a mistake at work, I will often tease them about it."; self-defeating workplace humor: "I will often get carried away in putting myself down if it makes my colleagues laugh."

Participants were asked to indicate how much they identify with the individual statements on a 5-point Likert-scale ranging from 1 = *not at all* to 5 = *completely*. Authors of swHSQ changed from the originally used 7-point scale (Martin et al., 2003) to a 5-point scale, as it is general practice in the targeted research field (i.e., work and organizational psychology research; Scheel et al., 2016). You can find the complete French version in the appendix.

Principal component analysis (PCA) produced a four factor solution with Eigenvalues above 1.0, together explaining 68.9% of variance. Overall, item loadings corresponded to the intended factorial structure (see table 2). Only one item showed almost equal loadings on two factors. Eventually, the item was assigned to its originally intended factor representing *aggressive workplace humor* rather than *self-defeating workplace humor.* This is justified due to its theoretical and content-related belonging to this factor and to the avoidance of loss regarding internal reliability for the respective scale, as consequence of the items exclusion.

Reliabilities were α = 0.76 for affiliative humor, α = 0.72 for self-enhancing humor, α = 0.78 for self-defeating humor and α = 0.63 for aggressive humor.

Related Outcomes

Irritation was measured with the eight items of the Irritation Scale (Mohr et al., 2006). Three items covered cognitive irritation (e.g., constant pondering); for

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example: "Even on my vacations I think about my problems at work.". While five items obtained emotional irritation (e.g., waspishness); for example: "I get grumpy when others approach me.". Participants were asked to rate each item on a 7-point Likert-scale ranging from 1 = *strongly disagree* to 7 = *strongly agree*. As theoretically intended, PCA supported a two factor solution (see appendix). Reliabilities were α = 0.88 for cognitive irritation and α = 0.90 for emotional irritation. The French version was kindly provided by Prof. Dr. Gisela Mohr (University of Leipzig, retired).

Job satisfaction was captured with a single item, which had to be rated on a Kunin-scale (Kunin, 1955) presenting seven faces. The offered facial expressions ranged from explicitly negative to explicitly positive.

Occupational self-efficacy was assessed using the short version (comprising six-items) of the Occupational Self-Efficacy Scale (Rigotti et al., 2008). Participants were asked to rate each item on a 6-point Likert-scale ranging from 1 = *not at all* to 6 = *completely*. As theoretically intended, PCA showed a one factor solution (see appendix). Scale reliability was α = 0.86. The French version of the scale was kindly provided by Prof. Dr. Thomas Rigotti (Johannes Gutenberg University Mainz).

Work engagement was measured using the short version of the Utrecht Work Engagement Scale (UWES-9) (Schaufeli et al., 2006). The scale is comprising nine items, three items measuring respectively vigor, dedication or absorption. Exemplary items are "At my work, I feel bursting with energy" (vigor), "I am enthusiastic about my job." (dedication) and "I get carried away when I am working." (absorption). Participants were asked to rate each item on a seven-point scale ranging from 1 = *never/never* to 7 = *always/every day*. The French version

(Schaufeli & Bakker, 2003) was downloaded from the personal website of Wilmar Schaufeli (www.wilmarschaufeli.nl/publications/Schaufeli/Tests/UWES_F_9.pdf) .

Initial PCA indicated a two factor solution based on screeplot and Eigenvalues greater than 1.0 (not displayed). Due to theory, suggesting rather a three or a one factor solution, this study uses the one factor solution (for PCA see appendix) for indicating work engagement (Schaufeli et al., 2006). Scale reliability was $\alpha = 0.92$.

Values were assessed via the short version of the Portrait Value Questionnaire (PVQ-21) (Schmidt et al., 2007; Schwartz et al., 2001). It consists of 21 verbal portraits of different individuals. Each portrait displays the individual's goals, wishes and expectations, respectively representing the implicit importance of a value. E.g., the portrait "It is important to him to make his own decisions about what he does. He likes to be free and not depend on others." describes a person who values self-direction, while "It is important to her to be rich. She wants to have a lot of money and expensive things" describes someone cherishing power. See exemplary items for every value in table 1. The scale covers ten basic human values, each measured with two to three portraits. Depending on the previously given sex of the participant, the portraits were displayed in the correspondent wording (i.e., male or female). Participants were asked to indicate how much each portrait is or is not like them on a six-point Likert-scale ranging from 1 = *very much like me* to 6 = *not like me at all*.

The French version of PVQ-21 used in this study was downloaded as part of the *ESS Questionnaire France – Round 6* from the website of the European Social Survey (European Social Survey Data Archive, NSD - Norwegian Centre for Research Data for ESS ERIC, 2012). The PVQ-21 is part of the survey that is conducting biennial cross-national face-to-face interviews concerning beliefs,

attitudes and behavioral patterns for a total of 36 nations since 2002 (for more information visit www.europeansocialsurvey.org).

Due to insufficient sample size of this study's dataset a confirmatory factor analysis to validate the ten proposed factors could not be run. But studies by Schwartz (2007) and Bilsky, Janik, & Schwartz (2011) found large support for the hypothesized value structure in French samples.

Following Schwartz' information regarding the score computation for the basic human values, no PCA was conducted, since "exploratory factor analysis is not suitable for discovering the theorized set of relations among values because they form a quasi-circumplex [sic], which EFA does not reveal. Factors obtained in an EFA with rotation will only partly overlap with the 10 values and will exploit chance associations"(Schwartz, 2012b, p. 3) .

The Cronbach's alphas for the subscales were ranging from 0.2 to 0.77 (power: α = 0.37; achievement: α = 0.77; hedonism: α = 0.64; stimulation: α = 0.62; self-direction: α = 0.2; universalism: α = 0.52; benevolence: α = 0.44; tradition: α = 0.26; conformity: α = 0.4; security: α = 0.6). Poor internal consistencies regarding values are not uncommon and are partly due to the small number of items which constitutes one value index (i.e., two to three items per index). Furthermore, following Schwartz et al. (2001) "the items in each index were selected to cover all components of the broad definition, rather than to measure a narrowly defined construct" (p. 532) and "many values have conceptually broad definitions, encompassing multiple components" (p. 531). Consequently, items may appear to measure different things, but they ultimately only measure different components of the same thing/one value. Also, this study's sample size might contribute to it.

Contrary to internal reliabilities, test-retest reliabilities for basic human values were found to be acceptable (i.e., moderate to high; Schmidt et al., 2007; Schwartz et al., 2001). Consequently, yet, the research design of the present study does not allow to examine test-retest reliability for its own data, it will lean on the findings mentioned above and use the postulated value indexes despite their poor internal reliabilities.

Table 1

Exemplary Items of the PVQ-21 (Female Version) (European Social Survey Data Archive, NSD - Norwegian Centre for Research Data for ESS ERIC, 2012)

Value	Exemplary Item
1. Self-Direction	Thinking up new ideas and being creative is important to her. She likes to do things in her own original way.
2. Stimulation	She likes surprises and is always looking for new things to do. She thinks it is important to do lots of different things in life.
3. Hedonism	She seeks every chance she can to have fun. It is important to her to do things that give her pleasure
4. Achievement	Being very successful is important to her. She hopes people will recognise [sic] her achievements.
5. Power	It is important to her to get respect from others. She wants people to do what she says.
6. Security	It is important to her that the government ensures her safety against all threats. She wants the state to be strong so it can defend its citizens.
7. Conformity	It is important to her always to behave properly. She wants to avoid doing anything people would say is wrong.
8. Tradition	Tradition is important to her. She tries to follow the customs handed down by her religion or her family.
9. Benevolence	It is important to her to be loyal to her friends. She wants to devote herself to people close to her.
10. Universalism	She thinks it is important that every person in the world should be treated equally. She believes everyone should have equal opportunities in life.

Several control variables were included. Age was included as a continuous variable to control for possible age bias (Martin et al., 2003). In order to sustain sample size one missing value concerning age was replaced by the mean-age. Due to findings suggesting gender differences concerning humor styles (Martin et al., 2003; Scheel et al., 2016), sex was included, measured dichotomously (0 = *female*, 1 = *male*). As well as the participants' situation as being leader or employee (0 = *employee*, 1 = *leader*) (Scheel et al., 2016). Similarly, for nationality (0 = *French*, 1 = *not French*) was controlled, possibly having an effect through nationally specific socialization. Finally, the status of being currently enrolled at a university (0 = *yes*, 1 = *no*) was included. N for correlation and regression analyses was 88. Because missing values only occurred in control variables, which were not considered concerning moderation analyses, N for moderation analyses was 92.

Data Analyses

In a first step, several PCAs were conducted (regarding workplace humor styles, irritation, occupational self-efficacy and work engagement) in order to examine the factor structure of the respective scales concerning the present data. Scales were computed and descriptive statistics, correlations and reliabilities were calculated. Value scales had to be reverse-coded in order to better interpretability (finally ranging from 1 = *not like me at* all to 6 = *very much like me*).

Secondly, several hierarchical regression analyses were conducted. Either to replicate the findings of Scheel et al. (2016) (workplace humor styles on irritation [cognitive and emotional] respectively on occupational-self efficacy as well as job satisfaction) or to expand research (workplace humor styles on work engagement).

An initial review of requirements indicated non-normality of residuals concerning all intended regression analyses. Following Field (2013) and Keller (2016), robust regression analyses (with bootstrapping) were performed. In the first step (not displayed) control variables were included while in the subsequent second step the workplace humor styles were included as predictors (see table 4).

Thirdly, moderator analyses via PROCESS (Hayes, 2013) were conducted, applying basic human values as moderator for the relation between workplace humor styles and their outcomes (cognitive and emotional irritation, occupational self-efficacy, job satisfaction, work engagement).

Results

Descriptive statistics, scale reliabilities and Pearson correlation coefficients among variables are shown in table 3. For results of hierarchical regression analyses, see table 4. Results of moderator analyses are shown in table 5 and table 6. Graphs for moderations can be found in the appendix.

Replication of swHSQ Expanded by Work Engagement

As shown in table 2, PCA for workplace humor styles (swHSQ) extracted four factors with almost each item loading on its intended factor. Only one substantial cross loading was observed. The concerning item was assigned to the factor it was theoretically intended to belong (i.e. aggressive workplace humor).

Table 2

Factor analysis for the Short work-related Humor Styles Questionnaire (swHSQ, Scheel et al., 2016)

	Factor			
	1	2	3	4
Affiliative humor				
AfH_1	.80			
AfH_2	.80			
AfH_3	.79			
Self-defeating humor				
SdH_3		.85		
SdH_2	.33	.77		
SdH_1		.74		
Self-enhancing humor				
SeH_2			.83	
SeH_3			.80	
SeH_1	.39		.67	
Aggressive humor				
AgH_2				.83
AgH_1				.73
AgH_3		.51		.52

Note. *N* = 92. Extraction method: Principal component analysis. Rotation method: Varimax with Kaiser normalization. Rotation converged in 6 iterations. Loadings higher than .30 are displayed.

Emotional and cognitive irritation. The results did not support Hypotheses 1. Ad. H1 a) Affiliative and self-enhancing humor were not significantly related to emotional irritation. Ad. H1 b) Self-defeating workplace humor was not significantly related to cognitive or emotional irritation. However, Aggressive workplace humor showed a significant positive relation to emotional irritation (β = 0.31 [0.11, 0.83], p < 0.05) and self-enhancing workplace humor was significantly negatively related to cognitive irritation (β = -0.29 [-0.85, -0.10], p < 0.05). The workplace humor styles explained 12% of the variance in emotional and cognitive irritation, over and above the control variables.

Job satisfaction. There was no support for Hypotheses 2. No significant relationship between the workplace humor styles and job satisfaction was found.

Occupational self-efficacy. No support was found for Hypothesis 3. None of the four workplace humor styles did show any significant relation to occupational self-efficacy.

Work engagement. Hypotheses 4 was not supported by the results. None of the workplace humor styles showed any significant relation to work engagement.

Table 3

Descriptive Statistics, Correlation Coefficients and Reliability Coefficients among Variables

		M (SD)	1	2	3	4	5	6	7	8	9	10	11
1	Sex	0.23 (0.42)											
2	Age	30.13 (9.57)	.18										
3	Student	0.49 (0.50)	.23*	.39**									
4	Nationality	0.11 (0.32)	.15	-.05	-.06								
5	Employee/Leader	0.35 (0.48)	.28**	.34**	.09	-.04							
6	swH affiliative	3.69 (0.80)	-.04	-.01	-.08	.14	.01	(.76)					
7	swH self-enhancing	3,15 (0.89)	.06	-.01	-.23*	.03	.14	.32**	(.72)				
8	swH aggressive	2.25 (0.85)	-.13	-.06	.20	-.09	-.06	.06	.03	(.78)			
9	swH self-defeating	2.63 (0.99)	-.04	-.10	-.02	-.01	-.03	.22*	.30**	.45**	(.63)		
10	PVQ security	4.01 (1.18)	-.11	.03	.14	-.04	-.14	-.13	-.18	.22*	-.02		
11	PVQ conformity	3.65 (1.03)	.21*	.22*	.10	-.28**	.22*	-.11	.01	-.31**	-.06	.08	
12	PVQ tradition	4.22 (0.98)	-.17	-.06	-.01	.06	-.09	.13	-.13	.03	.17	-.12	-.27*
13	PVQ benevolence	5.10 (0.76)	-.37**	-.14	-.25*	.02	-.29**	.12	.16	-.03	0	-.15	-.21
14	PVQ universalism	4.90 (0.73)	.08	-.05	-.01	.13	-.07	.01	.06	-.13	.02	-.21*	-.05
15	PVQ self-direction	4.59 (0.83)	.07	.16	.03	.05	-.15	-.15	-.14	-.04	-.06	-.11	0
16	PVQ stimulation	4.19 (1.07)	.15	-.01	0	-.03	.17	-.10	.22*	.11	.13	-.43**	-.26*
17	PVQ hedonism	4.88 (0.89)	-.09	-.19	.06	.10	-.11	.13	-.02	-.07	-.03	-.23*	-.41**
18	PVQ achievement	4.15 (1.18)	-.13	-.04	-.13	.05	.25*	.17	.10	.18	.04	.01	-.08
19	PVQ power	3.20 (0.99)	.35**	.08	.06	-.09	.11	-.08	-.06	-.25*	-.13	-.04	.38**
20	Occupational self-efficacy	4.01 (0.86)	.34**	.29**	.24*	.10	.09	.05	.05	.01	-.12	-.25*	-.09
21	Work engagement	5.31 (0.99)	.01	.14	0	.04	.12	.07	.03	-.04	.14	-.10	.14
22	Irritation cognitive	3.78 (1.45)	-.05	.13	-.09	-.07	.27*	-.08	-.15	.08	.14	.12	.24*
23	Irritation emotional	3.80 (0.78)	-.21*	-.05	-.11	-.04	.09	.10	-.08	.30**	.16	.11	-.08
24	Job satisfaction	3.60 (0.78)	.10	.04	-.06	.18	.10	.18	.31**	-.01	.26*	-.17	-.16

Note. (*N* = 88-92). swH = short work-related Humor Styles. PVQ = Portrait Value Questionnaire. Pearson correlation, two-tailed. Reliabilities (Cronbach's *α*) appear on the diagonal in parentheses. Sex: *female* = 0, *male* = 1. Nationality French: *yes* = 0, *no* = 1. Employee/leader: *employee* = 0, *leader* = 1. Student: 0 = *yes*, 1 = *no*.
** p < 0.01. * p < 0.05.

Table 3 (Continued.)

		M (SD)	12	13	14	15	16	17	18	19	20	21	22	23
1	Sex	0.23 (0.42)												
2	Age	30.13 (9.57)												
3	Student	0.49 (0.50)												
4	Nationality	0.11 (0.32)												
5	Employee/leader	0.35 (0.48)												
6	swH affiliative	3.69 (0.80)												
7	swH self-enhancing	3,15 (0.89)												
8	swH aggressive	2.25 (0.85)												
9	swH self-defeating	2.63 (0.99)												
10	PVQ security	4.01 (1.18)												
11	PVQ conformity	3.65 (1.03)												
12	PVQ tradition	4.22 (0.98)												
13	PVQ benevolence	5.10 (0.76)	-.04											
14	PVQ universalism	4.90 (0.73)	-.25*	.29**										
15	PVQ self-direction	4.59 (0.83)	-.16	-.13	-.02									
16	PVQ stimulation	4.19 (1.07)	-.13	-.10	.02	.03								
17	PVQ hedonism	4.88 (0.89)	.43**	.15	-.13	-.26*	.13							
18	PVQ achievement	4.15 (1.18)	-.16	-.21*	-.26*	-.32**	-.04	-.30**						
19	PVQ power	3.20 (0.99)	-.07	-.32**	-.20	.09	-.27*	-.16	-.09					
20	Occ. self-efficacy	4.01 (0.86)	-.07	-.18	.01	.29**	.24*	-.05	-.03	0	(.86)			
21	Work engagement	5.31 (0.99)	.06	.15	-.04	.23*	-.12	-.10	-.08	-.04	.39**	(.92)		
22	Irritation cognitive	3.78 (1.45)	-.03	.01	-.24*	-.01	-.09	-.22*	.07	.16	-.30**	.16	(.88)	
23	Irritation emotional	3.80 (0.78)	.07	.04	-.33**	-.09	0	-.03	.24*	.01	-.25*	.01	.57**	(.90)
24	Job satisfaction	3.60 (0.78)	.04	.04	.15	.09	.12	0	.01	-.21*	.55**	.43**	-.14	-.21

Note. (*N* = 88-92). swH = short work-related Humor Styles. PVQ = Portrait Value Questionnaire. Pearson correlation, two-tailed. Reliabilities (Cronbach's *α*) appear on the diagonal in parentheses. Sex: *female* = 0, *male* = 1. Nationality French: *yes* = 0, *no* = 1. Employee/leader: *employee* = 0, *leader* = 1. Student: 0 = *yes*, 1 = *no*.
** p < 0.01. * p < 0.05.

Table 4

Regression Analyses Predicting Outcomes from Workplace Humor Styles

Variable	Emotional irritation		Cognitive irritation		Job satisfaction		Occupational self-efficacy		Work engagement	
	β	95% CI	β	95% CI	β	95% CI	β	95% CI	β	95% CI
Sex	-.17	[-1.19, 0.17]	-.08	[-1.02, 0.50]	.04	[-0.34, 0.49]	.29*	[0.13, 0.93]	-.05	[-0.68, 0.45]
Age	.00	[-0.03, 0.03]	.14	[-0.01, 0.06]	.05	[-0.02, 0.02]	.23	[0.00, 0.04]	.14	[-0.01, 0.04]
Nationality	.00	[-0.85, 0.81]	-.03	[-1.06, 0.82]	.16	[-0.12, 0.91]	.09	[-0.28, 0.70]	.04	[-0.57, 0.82]
Employee/Leader	.20	[-0.06, 1.13]	.32**	[0.29, 1.63]	.05	[-0.29, 0.45]	-.09	[-0.489 0.22]	.09	[-0.31, 0.69]
Student	-.19	[-1.10, 0.17]	-.23	[-1.35, 0.03]	.00	[-0.38, 0.38]	.14	[-0.12, 0.56]	-.03	[-0.57, 0.46]
swH - Affiliative	.12	[-0.16, 0.54]	-.06	[-0.51, 0.28]	.04	[-0.17, 0.26]	.06	[-0.14, 0.27]	.04	[-0.24, 0.34]
swH - Self-enhancing	-.21	[-0.64, 0.03]	-.29*	[-0.85, -0.10]	.21	[-0.02, 0.39]	.10	[-0.11, 0.28]	-.06	[-0.34, 0.21]
swH - Aggressive	.31*	[0.11, 0.82]	.05	[-0.32, 0.49]	-.10	[-0.31, 0.13]	.11	[-0.11, 0.31]	-.13	[-0.45, 0.15]
swH - Self-defeating	.06	[-0.24, 0.38]	.23	[-0.01, 0.69]	.24	[0.00, 0.38]	-.18	[-0.32, 0.05]	.22	[-0.04, 0.48]
R^2	0.208		0.215		0.182		0.217		0.068	
ΔR^2	0.131		0.107		0.128		0.030		0.038	
adjusted R^2	0.116		0.124		0.087		0.126		-0.039	
F	2.270*		2.368*		1.923		2.396*		0.636	

Note: Initial *N* = 88. CI = Bootstrapped confidence intervals, results based on 1000 samples. swH = short work-related Humor Styles. Control Variables (CV) Step 1: sex (*female* = 0, *male* = 1), age, nationality French (*yes* = 0, *no* = 1), employee/leader (*employee* = 0, *leader* = 1), student (0 = *yes*, 1 = *no*). Step 1 CV: R^2 = 0.076 (emotional irritation), R^2 = 0.108 (cognitive irritation), R^2 = 0.054 (job satisfaction), R^2 = 0.187 (occupational self-efficacy), R^2 = 0.517 (work engagement).

* $p \leq 0.05$. **$p \leq 0.01$.

The Effect of Values

Graphs for Moderations can be found in the appendix.

Irritation.

H5: a) Hypotheses 5a was supported. The basic human value "stimulation" moderated the relationship between self-enhancing workplace humor and emotional irritation (overall model: $F(3, 88) = 3.03$, $p < 0.05$, $R^2 = .10$; interaction: $b = -0.40$, $t(88) = -2.51$, $p = 0.01$). For people who reported above-average scorings in stimulation, self-enhancing workplace humor was a significant predictor of emotional irritation ($b= -0.64$, $t(88) = -2.47$, $p = 0.02$).

H5: b) Hypotheses 5b was partly supported. The basic human value "hedonism" moderated the relationship between self-defeating workplace humor and emotional irritation (overall model: $F(3, 88) = 8.18$, $p < 0.01$, $R^2 = .12$; interaction: $b = -.34$, $t(88) = -2.443$, $p = 0.02$). For people who reported below-average scorings in hedonism, self-defeating workplace humor was a significant predictor of emotional irritation ($b= .52$, $t(88) = 3.41$, $p = 0.00$). However, for people who reported above-average scorings in hedonism, self-defeating workplace humor was no significant predictor of emotional irritation ($b = 0.22$, $t(88) = 1.50$, $p = 0.14$; $b = -0.09$, $t(88) = -0.38$, $p = 0.71$).

Exploratory Approach: In addition, the exploratory approach revealed one more moderation concerning irritation. The basic human value "power" moderated the relationship between affiliative workplace humor and cognitive irritation (overall model: $F(3, 88) = 2.14$, $p = 0.10$, $R^2 = .07$; interaction: $b = -0.42$, $t(88) = -2.11$, $p = 0.04$). For people who reported average and below-average scorings in power, affiliative workplace humor was no significant predictor of cognitive irritation ($b = -0.18$, $t(88) = -0.98$, $p = 0.33$; $b = 0.24$, $t(88) = 0.82$, $p = 0.41$). For people who

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reported above-average scorings in stimulation, affiliative workplace humor was a significant predictor of cognitive irritation (b= -0.59, t (88) = -2.39, p = 0.02). No other basic human value was found to moderate the relationship between the workplace humor styles and cognitive irritation.

Job Satisfaction

Exploratory Approach: No significant moderation was found concerning the relationship between workplace humor styles and job satisfaction.

Occupational Self-Efficacy.

H5: c) No support was found for hypotheses 5c.

H5: d) Hypotheses 5d was supported. The basic human value "security" moderated the relationship between self-enhancing workplace humor and occupational self-efficacy (overall model: F (3, 88) = 2.94, $p < 0.05$, R^2 = .09; interaction: b = -.19, t (88) = -2.52, p = 0.01). For people who reported below-average scorings in security, self-enhancing workplace humor was a significant predictor of occupational self-efficacy (b = .29, t (88) = 2.21, p = 0.03).

Exploratory Approach: In addition, the exploratory approach revealed one more moderation concerning occupational self-efficacy.

The basic human value "benevolence" moderated the relationship between self-enhancing workplace humor and occupational self-efficacy (overall model: F (3, 88) = 3.43, $p < 0.05$, R^2 = .07; interaction: b = -.30, t (88) = -2.66, p = 0.01). For people who reported average and above-average scorings in benevolence, self-enhancing workplace humor was no significant predictor of occupational self-efficacy (b = 0.07, t (88) = 0.89, p = 0.37; b = -0.15, t (88) = -1.28 p = 0.21). For people who reported below-average scorings in benevolence, self-enhancing

workplace humor was a significant predictor of occupational self-efficacy (b= .30, t(88) = 2.47, p = 0.02).

Table 5

Regression Analyses Showing Humor Styles and Individual Values Predicting Irritation (Cognitive / Emotional), Only Models with Significant Moderations Are Shown

Predictor	Irritation cognitive				Irritation emotional			
	b	SD	*t*	*p*	*b*	SD	*t*	*p*
Model 1								
swH - affiliative	-.18 [-0.54, 0.18]	.18	-.98	.33				
PVQ power	.18 [-0.14, 0.51]	.17	1.11	.27				
swH - self-defeating x PVQ power	**-.42** [-0.81,-0.02]	.20	-2.11	**.04**				
Model 2								
swH - self-enhancing					-.21 [-0.54,-0.08]	.17	-1.28	.20
PVQ stimulation					.17 [-0.09, 0.42]	.13	1.29	.20
swH - self-defeating x PVQ stimulation					**-.40** [-0.71,-0.08]	.16	-2.51	**.01**
Model 3								
swH - self-defeating					.22 [-0.07, 0.51]	.15	1.50	.14
PVQ hedonism					.08 [-0.23, 0.41]	.16	.53	.60
swH - self-defeating x PVQ hedonism					**-.34** [-0.62,-0.06]	.14	-2.43	**.02**

Note. Significant relationships are shown in bold. For model 1: R =.27, R^2 = .07, $F(3,88)$ = 2.14, p = 0.10. For model 2: R =.31, R^2 = .10, $F(3,88)$ = 3.03, p = 0.03. For model 3: R =.34, R^2 = .12, $F(3,88)$ = 8.18, p = 0.00.

Table 6

Regression Analyses Showing Humor Styles and Individual Values Predicting Occupational Self-Efficacy and Work Engagement, Only Models with Significant Moderations Are Shown

Predictor	Occupational self-efficacy				Work engagement			
	b	SD	*t*	*p*	*b*	SD	*t*	*p*
Model 4								
swH - self-enhancing	.08 [-0.09, 0.25]	.09	.90	.37				
PVQ benevolence	-.14 [-0.33, 0.05]	.10	-1.43	.16				
swH - self-enhancing x PVQ benevolence	**-.30** [-0.52,-0,08]	.11	-2.66	**.01**				
Model 5 & 6								
swH - self-enhancing	.07 [-0.11, 0.24]	.09	.73	.47	.04 [-0.19, 0.27]	.12	.34	.73
PVQ security	-.05 [-.20, 0.10]	.08	-.62	.54	.05 [-0.12, 0.21]	.08	.57	.57
swH - self-enhancing x PVQ security	**-.20** [-0.34,-0.04]	.08	-2.52	**.01**	**-.22** [-0.39,-0.06]	.08	-2.65	**.01**
Model 7								
swH - self-enhancing					.06 [-0.16, 0.28]	.11	.51	.61
PVQ universalism					-.01 [-0.30, 0.28]	.15	-.08	.93
swH - self-enhancing x PVQ universalism					**-.36** [-0.66,-0.07]	.15	-2.5	**.02**
Model 8								
swH - self-defeating					.10 [-0.11, 0.31]	.11	.94	.35
PVQ self-direction					.40 [0.20, 0.60]	.10	3.95	**.00**
swH - self-defeating x PVQ self-direction					**-.24** [-0.46,-0.01]	.11	-2.07	**.04**

Note. Significant relationships are shown in bold. For model 4: $R = .27$, $R^2 = .07$, $F(3,88) = 3.43$, $p = 0.02$. For model 5: $R = .29$, $R^2 = .09$, $F(3,88) = 2.94$, $p = 0.04$. For model 6: $R = .23$, $R^2 = .05$, $F(3,88) = 2.43$, $p = 0.07$. For model 7: $R = .23$, $R^2 = .05$, $F(3,88) = 2.88$, $p = 0.04$. For model 8: $R = .40$, $R^2 = .16$, $F(3,88) = 9.50$, $p = 0.00$.

Work Engagement.

H5: e) Hypotheses 5e was supported. The basic human value "security" moderated the relationship between self- enhancing workplace humor and work engagement (overall model: F (3, 88) = 2.43, $p < 0.07$, R^2 = .05; interaction: b = -.22, t (88) = -2.65, $p = 0.01$). For people who reported below-average scorings in security, self-enhancing workplace humor was a significant predictor of work engagement (b= .31, t (88) = 2.01, $p = 0.04$).

Exploratory Approach: In addition, the exploratory approach revealed two more moderation concerning work engagement.

The basic human value "universalism" moderated the relationship between self-enhancing workplace humor and work engagement (overall model: F (3, 88) = 2.88, $p < 0.05$, R^2 = .05; interaction: b = -.36, t (88) = -2.45, $p = 0.02$). For people who reported average and above-average scorings in universalism, self-enhancing workplace humor was no significant predictor of work engagement (b = 0.05, t (88) = 0.51, $p = 0.61$; b = -0.21, t (88) = -1.20 $p = 0.23$). For people who reported below-average scorings in universalism, self-enhancing workplace humor was a significant predictor of work engagement (b= .32, t (88) = 2.41, $p = 0.02$).

The basic human value "self-direction" moderated the relationship between self-defeating workplace humor and work engagement (overall model: F (3, 88) = 9.50, $p < 0.001$, R^2 = .16; interaction: b = -.24, t (88) = -2.07, $p = 0.04$). For people who reported average and above-average scorings in self-direction, self-defeating workplace humor was no significant predictor of work engagement (b = 0.10, t (88) = 0.94, $p = 0.35$; b = -0.10, t (88) = -0.67 $p = 0.50$). For people who reported below-average scorings in self-direction, self-defeating workplace humor was a significant predictor of work engagement (b= .30, t (88) = 2.06, $p = 0.04$).

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Discussion

Though the four workplace humor styles generally emerged as expected, initially, no support was found for the hypothesized relationships of the workplace humor styles in the French context.

The use of affiliative and self-enhancing workplace humor did not seem to prevent from irritability (emotional irritation, EI). However, the use of self-enhancing workplace humor appeared to prevent from endless thought circling about a respective issue (cognitive irritation, CI). This contradicts the findings for an US and an Austrian-German sample (Scheel et al., 2016). Nevertheless, the relation seems generally plausible, because self-enhancing humor is focused more intrapsychic than affiliative humor and tends to go hand in hand with a positive outlook on life (Martin et al., 2003). While cognitive irritation means still to be consciously thinking about a possibility to achieve the certain objective, emotional irritation refers to slowly losing the incentive to achieve it (Mohr et al., 2006). Concerning the French working context, the findings might indicate that self-enhancing workplace humor only seems to work as a defense mechanism for conditions related to conscious cognitive but not to emotional manners.

The use of self-defeating workplace humor did not seem to promote irritability (EI) nor rumination (CI). However, in the present context the use of aggressive workplace humor appeared to foster endless thought circling (CI). This is in line with the findings by Scheel et al. (2016) regarding the English-speaking sample, but not the Austrian-German sample. It could suggest an underlying similarity between the English- and French-speaking individuals, but might also be due to similar sample characteristics. Nevertheless, it could also indicate that the theoretically attributed aspect of functioning as avoidance strategy concerning a

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latent problem, has switched from self-defeating to aggressive workplace humor. This would emphasize the role of aggressive humor as being the least favorable style concerning the working context.

Job satisfaction did not seem to be associated with any humor style captured in this study. The lack of relationship could be due to more complex relations concerning work features (e.g. working hours, perceived job characteristics) that were not controlled in this study (Judge et al., 2000) or to differences regarding value preferences.

Interestingly, neither for occupational self-efficacy nor for work engagement significant relationships to the workplace humor styles were found. This could indicate a difference with regard to the meaning of workplace humor styles, but could also be due to differences concerning value preferences.

Intriguingly, the results concerning a possible moderating role of values provide more sophisticated insight with regard to the lack of hypothesized relations between workplace humor styles and investigated outcomes.

Interestingly, the hypothesized negative relation between self-enhancing workplace humor and emotional irritation was established, when the individual value "stimulation" showed high scores. Thus, increased use of self-enhancing workplace humor only seems to lead to decreased emotional irritation in people who outstandingly value challenges, being daring and living a diversified and thrilling life. This finding is somehow in line with the finding that self-enhancing humor as well as stimulation are positively associated to the personality factor openness (Parks-Leduc et al., 2015; Saroglou & Scariot, 2002) and therefore points in the right direction.

Also, the basic human value "power" was found to moderate the relationship between affiliative workplace humor and cognitive irritation. For individuals who for themselves outstandingly value social status and control over resources and people, an increased use of affiliative workplace humor seems to lead to decreased cognitive irritation. This is interesting, as social (i.e. affiliative) humor and the value power both were found to be positively associated with the personality factor extraversion (Parks-Leduc et al., 2015; Saroglou & Scariot, 2002). It could indicate that ambitious people benefit from the use of social humor in the matter that it might prevent them from ineffective dealing with goal discrepancy, therefore making them more successful.

In addition, for participants who rated security (a conservation value) as less important than average self-enhancing workplace humor significantly positively predicted occupational self-efficacy and work engagement. Hence, for individuals with below-average concern of safety (national, familiar) and harmony and stability (societal, familiar, concerning personal relationships and the self), an increased use of self-enhancing workplace humor probably leads to increased occupational self-efficacy as well as increased work engagement. Given that occupational self-efficacy and work engagement are related to each other (Bakker & Demerouti, 2008; Bakker et al., 2008) and were also found to be related to adaptive humor styles (Guenter et al., 2013; Scheel et al., 2016) it was likely to find similarities. With security being situated opposite of the value self-direction, this is also somehow in line with the next finding.

For people with below-average scores in self-direction (a value representing openness to change), the use of self-defeating workplace humor significantly positively predicted work engagement. Hence, the increased use of self-defeating

workplace humor presumably leads to an increase of work engagement for people with below-average concern for independent thinking, self-determination and choosing goals for their own. This suggests, when people who like to follow the leader (who like to get goals assigned rather than choosing them on their own) increase their use of self-defeating workplace humor, their work engagement increases as well.

With regard to this, values in the middle of conservation and openness to change would be preferable.

Although, the latter combination somehow seems unhealthy, regarding the expected relation of self-defeating workplace humor with irritation. But concerning this French sample, increased self-defeating workplace humor was only related to increased (emotional) irritation, when people simultaneously did not value sensuous pleasure and gratification for themselves (i.e. had below-average levels of hedonism). Therefore, for someone with moderate to high levels of hedonism and below-average levels of self-direction the use of self-defeating workplace humor appears to increase the persons work engagement while not increasing his or her irritation. Hence, this could challenge the meaning of self-defeating workplace humors as generally being harmful/deleterious, in this case possibly only having a favorable effect.

Nevertheless, findings indicate that individuals who generally don't indulge themselves seem to be prone to the deleterious effect of self-defeating workplace humor.

Moreover, for individuals who rate self-transcendence values (i.e., benevolence or universalism) as less important than the average, an increased use of self-enhancing workplace humor seems to lead to increased occupational self-efficacy.

It is noteworthy, that in this study the effect of self-enhancing workplace humor was found to be moderated by values for five times, self-defeating workplace humor was moderated two times, affiliative workplace humor was found to be moderated once, while the effect of aggressive workplace humor was not found to be moderated by values at all. This may underline aggressive workplace humors negative role, emphasizing its invariably negative consequence in the French working context. Yet, the findings seem to highlight the susceptibility or maybe sensitivity of the impact of self-enhancing workplace humor to moderation by values. Yet, this could also be due to the prevalence concerning the humor styles in the present sample.

Strength and Limitations

The study was the first to use a French version of the short work-related Humor Styles Questionnaire (swHSQ, Scheel et al., 2016) and to investigate the effect of values (PVQ, Schmidt et al., 2007) on outcomes of these humor styles.

One central limitation is the cross-sectional research design and the self-report nature of its measures.

Also, due to lack of sample size, the performance of a sufficient validation concerning the French swHSQ was unfeasible. Consequently, the obtainment of valid data concerning workplace humor styles is only assumed based on the previous findings of Scheel et al. (2016), the indications of the PCA in this study and the numerous validations concerning the original Humor Styles Questionnaire by Martin et al. (2003) the swHSQ was adapted from.

Likewise, the underlying structure of the PVQ-21 (Schmidt et al., 2007; Schwartz et al., 2001) could not be investigated/confirmed due to sample size,

because no confirmatory factor analysis was realizable. Additionally, one could argue about the low internal reliabilities considering the values. Hence, consistency of value scales for this French sample might remain questionable, though theoretically perfectly explainable.

Also, the sample was not particularly sufficiently representative, with participants being on average rather young and consisting of considerably more female than male participants. Moreover, only individuals living around Marseille and Paris (France) were targeted to participate. Therefore, particularly the basic human values might only be generalizable with regard to these two regions, but not to France in general (Minkov & Hofstede, 2014) and only to young professionals, but to the whole working population.

Furthermore, it was not particularly measured whether students answered the survey questions regarding their occupational or their university work, although wording was chosen to indicate occupational context. Consequently, data might represent a combination of occupational and university work and not occupational work in particular.

To summarize, the results of this study generally ought to be interpreted cautiously and maybe only ought to be used as a first step to generate hypotheses for further research.

Theoretical and Practical Implications

The present study did not accomplish its aim to replicate the findings of Scheel et al. (2016). Proper validation of the swHSQ for the French working context is strongly advisable.

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However, the present study was the first to shed light on the matter of individual values influencing the outcomes of workplace humor styles. Evidence for values to have an effect on the role and meaning of work related humor styles was found.

Values seem to be able to prevent from deleterious effect. Though it requires further research to determine the accurate relations between workplace humor styles, values and outcomes. Personality seems to play a bigger role than expected.

Thus, I strongly recommend further investigation of humor styles with concern to values. Especially as this research only tested simple moderation but individuals naturally hold more than one of the ten values at a time. Therefore, influence concerning bundles of values should be of interest. One possible research question could also address whether some values suppress the moderating effects of others while occurring simultaneously.

Also, more insight might be obtainable, when values are measured with a more sophisticated instrument. Value constructs measured with PVQ-21 represent relatively broad concepts and cannot easily be refined more deeply regarding their different potentially moderating aspects.

Lastly, relations to additional control variables should be further investigated. For example, the impact of weekly working hours and sector association.

Nevertheless, this study provides a first glance into a wide field of further research.

For practitioners this research emphasizes once more that the use of humor may not only vary with respect to the context (i.e., whether general or working context) but also between societal groups. Thus, the findings provide more insight concerning the field of international and intercultural work groups. In a time with

more and more migration, the workforce of companies is consequently getting steadily more diverse. Hence, the consideration of individual level values should gain interest. On the one hand to avoid misunderstandings between coworkers, and on the other hand to understand the protective mechanism of humor in the workplace and to learn from one another. Practitioners should make themselves aware of this issue.

To summarize, in the French working context, demeaning oneself through humor seems to have less severe impact than demeaning others. Aggressive humor should therefore be avoided. Furthermore, enhancing others through humor seems to have very little effect concerning the investigated outcomes. Therefore, the use of social humor stays generally advisable. But more emphasis should be placed on self-enhancing humor, since it appears to influence people more divers than initially postulated.

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Appendix

Tables

Table A1

Factor Analysis for the Irritation Scale (Mohr et al., 2006)

	Factor	
	1	2
Emotional irritation		
I_EI_4	.90	
I_EI_3	.85	
I_EI_5	.83	
I_EI_2	.75	.42
I_EI_1	.69	.36
Cognitive irritation		
I_KI_2		.89
I_KI_1		.87
I_KI_3		.83

Note. *N* = 92. I_EI = emotional irritation items. I_KI = cognitive irritation items. Extraction method: Principal component analysis. Rotation method: Varimax with Kaiser normalization. Rotation converged in 3 iterations. Loadings higher than .30 are displayed.

Table A2

Factor Analysis for the short version of the Occupational Self-Efficacy Scale

(Rigotti et al., 2008)

	Factor
	1
Occ.self-efficacy_6	.83
Occ.self-efficacy_4	.80
Occ.self-efficacy_2	.78
Occ.self-efficacy_1	.78
Occ.self-efficacy_3	.76
Occ.self-efficacy_5	.66

Note. *N* = 92. Extraction method: Principal component analysis. Rotation method: Varimax with Kaiser normalization.

Table A3

Factor Analysis with forced one factorial solution for the Short Utrecht Work

Engagement Scale (UWES-9, Schaufeli et al., 2006)

	Factor
	1
UWES_1	.76
UWES_2	.81
UWES_3	85
UWES_4	86
UWES_5	.84
UWES_6	82
UWES_7	.77
UWES_8	.72
UWES_9	.70

Note. *N* = 92. Extraction method: Principal component analysis. Rotation method: Varimax with Kaiser normalization.

Table A4

The French Version of the Short and Work-Related Humor Styles Questionnaire

#	Question	Style
1.	Je ne dois pas me donner beaucoup de mal pour faire rire mes collègues. Il semble que j'ai naturellement beaucoup d'humour.	AF1
2.	Quand je me sens déprimé au travail, je peux généralement me remonter le moral grâce à l'humour.	SE1
3.	Si quelqu'un fait une erreur au travail, j'ai souvent tendance à le taquiner à ce propos.	AG1
4.	Je me laisse souvent entraîner à me rabaisser si cela fait rire mes collègues.	SD1
5.	J'aime faire rire mes collègues.	AF2
6.	Si je me sens triste ou malheureux au travail, j'essaie d'habitude de penser à ce que la situation peut avoir de comique pour me sentir mieux.	SE2
7.	Si je n'aime pas quelqu'un au travail, j'utilise souvent l'humour ou les taquineries pour le rabaisser.	AG2
8.	J'essaie souvent de faire en sorte que mes collègues m'apprécient ou m'acceptent mieux en leur racontant quelque chose de drôle à propos de mes points faibles, de mes gaffes ou de mes erreurs.	SD2
9.	Habituellement, j'arrive à faire de l'esprit lorsque je suis avec mes collègues.	AF3
10.	Si je suis au travail et que je me sens malheureux, je fais un effort pour penser à quelque chose de drôle pour me réconforter.	SE3
11.	Si quelque chose au travail me semble vraiment drôle, je vais en rire ou plaisanter, même si quelqu'un en était offensé.	AG3
12.	Laisser les autres rire de moi est ma façon de garder de bonne humeur mes collègues.	SD3

Answer format:

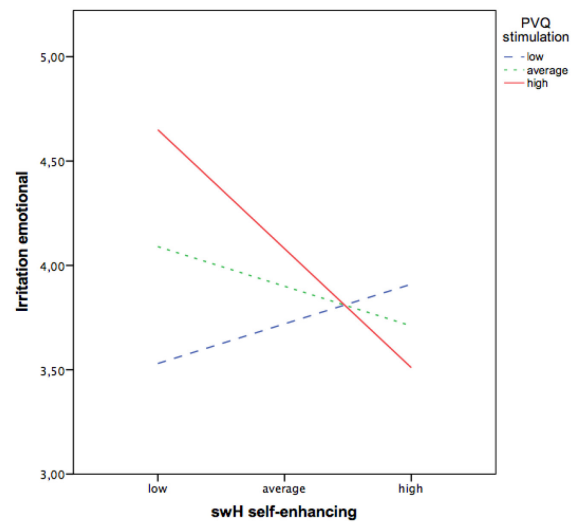| 1	2	3	4	5
Tout à fait pas d'accord	Relativement pas d'accord	Ni d'accord ni pas d'accord	Plutôt d'accord	Absolument d'accord

Note. AF = affiliative style, SE = self-enhancing style, AG = aggressive style, SD = self-defeating style
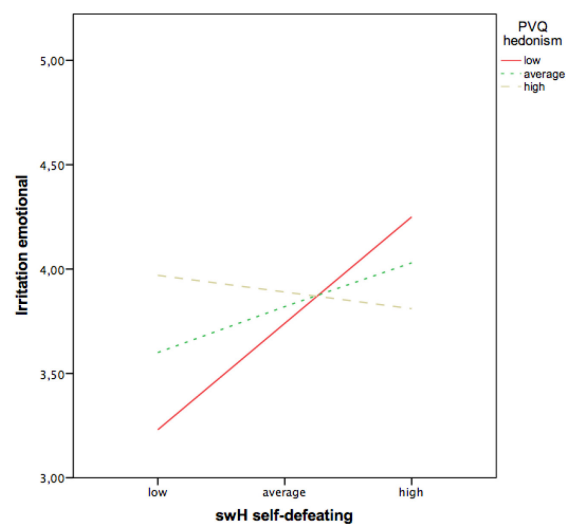
Figures

Figure A1

Interaction between Self-Enhancing Workplace Humor and the Value Stimulation Predicting Cognitive Irritation:

Note. Solid line = significant relationship. Broken line = non-significant relationship.
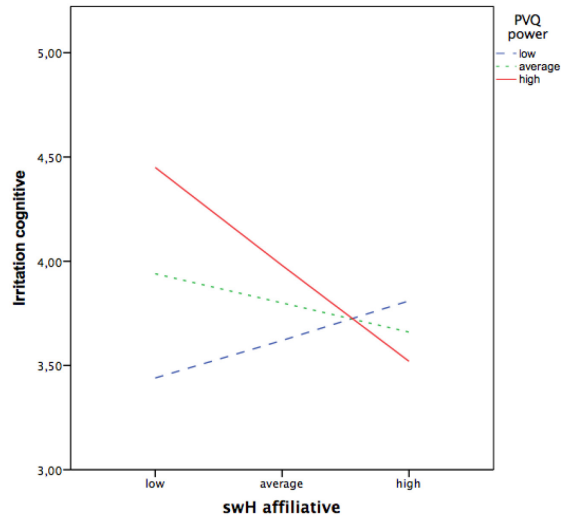
Figure A2

Interaction Between Self-Defeating Workplace Humor and the Value Hedonism Predicting Cognitive Irritation

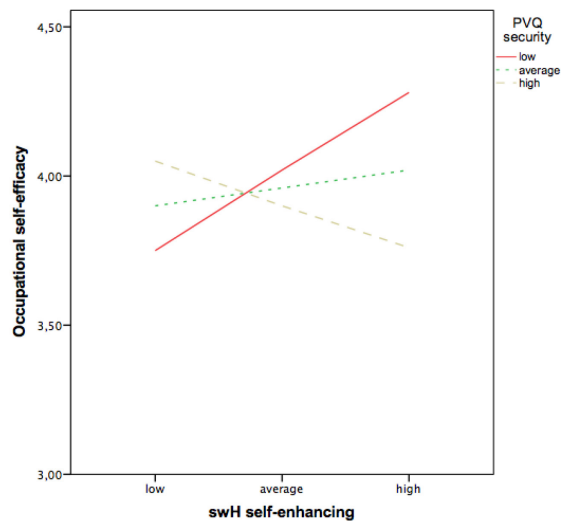*Note.* Solid line = significant relationship. Broken line = non-significant relationship.

Figure A3

Interaction between Affiliative Workplace Humor and the Value Power Predicting Cognitive Irritation:

Note. Solid line = significant relationship. Broken line = non-significant relationship.
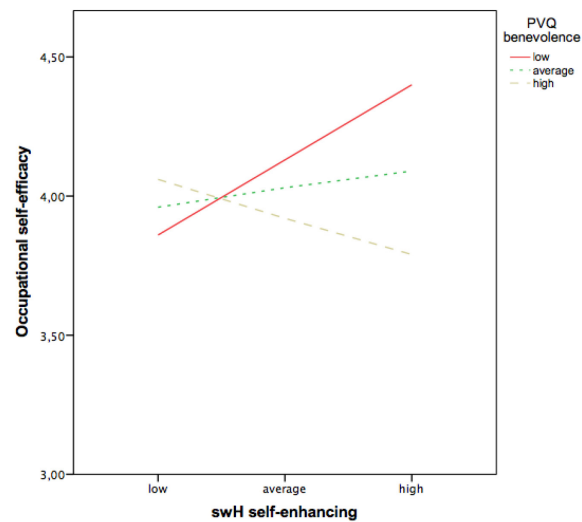
Figure A4

Interaction between Self-Enhancing Workplace Humor and the Value Security Predicting Occupational Self-Efficacy:

Note. Solid line = significant relationship. Broken line = non-significant relationship.
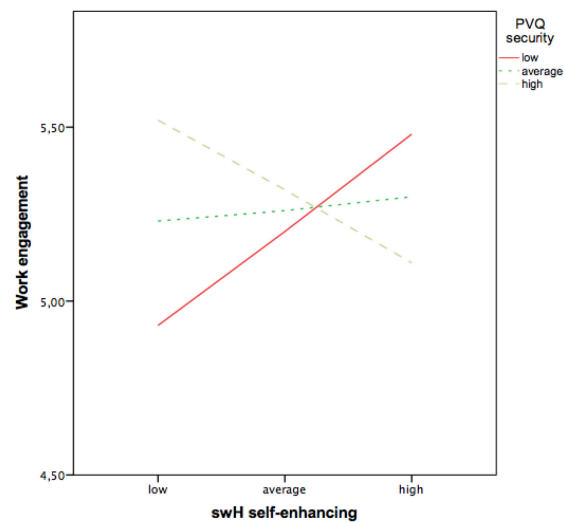
Figure A5

Interaction between Self-Enhancing Workplace Humor and the Value Benevolence Predicting Occupational Self-Efficacy:

Note. Solid line = significant relationship. Broken line = non-significant relationship.
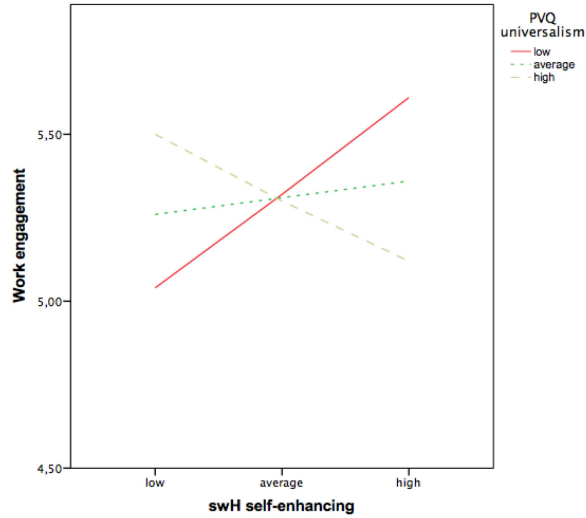
Figure A6

Interaction between Self-Enhancing Workplace Humor and the Value Security Predicting Work Engagement:

Note. Solid line = significant relationship. Broken line = non-significant relationship.
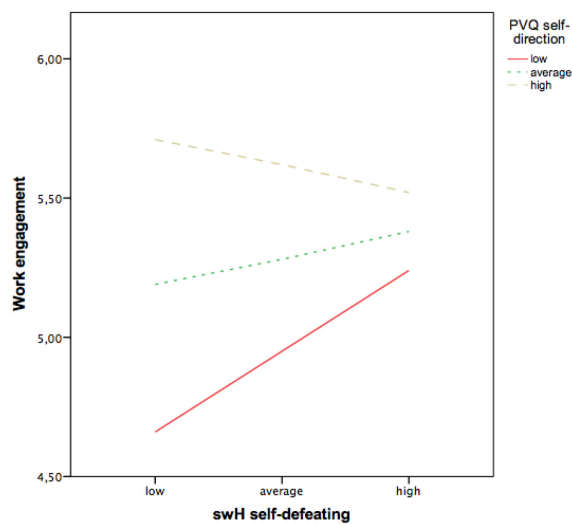
Figure A7

Interaction between Self-Enhancing Workplace Humor and the Value Universalism Predicting Work Engagement:

Note. Solid line = significant relationship. Broken line = non-significant relationship.

Figure A7

Interaction between Self-Defeating Workplace Humor and the Value Self-Direction Predicting Work Engagement:

Note. Solid line = significant relationship. Broken line = non-significant relationship.

Abstract (German)

Der Gebrauch von Humor im Arbeitskontext scheint sich von generellem Humor zu unterscheiden. Der kürzlich entwickelte kurze und arbeitsbezogene Humor-Stil Fragenbogen (swHSQ; Scheel, Gerdenitsch, & Korunka, 2016) ermöglicht einen differenzierteren Ansatz bzgl. der Erforschung von Humor im Arbeitskontext. Der Fragebogen wurde allerdings bisher nur für eine Österreichisch-Deutsche sowie eine US-amerikanische Stichprobe genutzt. In der vorliegenden Studie wird das Instrument im französischen Arbeitskontext repliziert. Verbindungen von arbeitsbezogenem Humor zu ausgewählten Auswirkungen (kognitive und emotionale Irritation, Arbeitszufriedenheit, arbeitsbezogene Selbstwirksamkeit und Work Engagement) wurden untersucht. Die Ergebnisse unterscheiden sich von denen von Scheel et al. (2016). Zusätzlich wurde untersucht inwiefern Werte den Zusammenhang zwischen den Humorstilen und den Outcomes moderieren. In Bezug auf individuelle Werte wurden Moderationseffekte für arbeitsbezogenen selbst-aufwertenden, sozialen und selbst-abwertenden Humor gefunden. Für arbeitsbezogenen aggressiven Humor wurden keine Moderationseffekte gefunden. Die Wichtigkeit der Berücksichtigung von Werten bei der weiteren Erforschung der Auswirkungen von (arbeitsbezogenen) Humorstilen ist daher zu betonen.

Schlüsselworte: Humor Stile, Irritation, Arbeitszufriedenheit, arbeitsbezogene Selbstwirksamkeit, Work Engagement, kulturelle Werte

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