

Technical Appendix

Data analysis

The study protocol was approved by the IRB committee of UC Davis (ID: 1149574-3). Mann-Whitney U was used to make group comparisons (male vs. female; seasonal vs. permanent workers) on job satisfaction scores. When conducting correlations, we used Spearman's coefficients. For the regression analysis, we followed guidance from Howell 2007. Listwise deletions were applied so that only complete data sets were used and the variables were entered at the same time using the straightforward "enter" function in SPSS (as opposed to stepwise regression). The assumptions of regression were checked by looking at P-P plots to assess normality, scatterplots of predicted values and residuals to assess homoscedasticity, and VIF values (< 5) to assess multicollinearity. In all statistical tests a p -value of 0.05 was taken as the criterion of significance, and where appropriate Holm's sequential Bonferonni was applied.

Interview transcripts were analyzed using thematic analysis. Two of the researchers each developed a set of themes separately and then merged them to produce the set summarized in table 2.

Reference

Howell D. 2007. *Statistical Methods for Psychology* (6th ed.). Belmont, CA: Thomson Wadsworth.