Table 3. Bivariate Regression of Proactive Work Behavior (PWB) and Work Engagement (UWES) on Covariates

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|  | **Utrecht Work Engagement Scale** |  | **Proactive Work Behavior Scale** |
| **Predictor Variable** | **Parameter Estimate** | **p-value** | **% Variance** |  | **Parameter Estimate** | **p-value** | **% Variance** |
| Highest Nursing Education | 0.014 | .827 | 0.0 |  | 0.046 | .202 | 0.6 |
| Highest Overall Education | -0.013 | .848 | 0.0 |  | 0.027 | .498 | 0.2 |
| FTEs | -0.001 | .357 | 0.3 |  | 0.000 | .988 | 0.0 |
| Number of Nursing Units | -0.088 | .076 | 1.1 |  | 0.029 | .302 | 0.4 |
| Years Nursing Experience | 0.008 | .108 | 0.9 |  | 0.004 | .179 | 0.6 |
| Years Nurse Manager Experience | 0.012 | .074 | 1.1 |  | 0.013 | <.001 | 4.2 |
| Years Current Unit | 0.003 | .763 | 0.0 |  | 0.012 | .050 | 1.4 |
| Age | 0.013 | .017 | 2.0 |  | 0.009 | .004 | 2.8 |