**Steiger’s *Z*: Testing H∅: *ρay*= *ρby***

The WAQ and the WART are survey instruments that measure workaholism. Workaholism is theoretically expected to be related to work-life imbalance. As you can see below, both the WAQ and the WART are significantly and strongly correlated with work-life imbalance, with the value of *r* being greater for WAQ than for WART. Is the *r* = .61 significantly different from the *r* = .48? The appropriate procedure to test this hypothesis is Steiger’s *z* [see Meng, Rosenthal, & Rubin (1992) Comparing correlated correlation coefficients. *Psychological Bulletin*, *111*: 172-175.]

|  |  |  |  |
| --- | --- | --- | --- |
| Variable | WAQ | WART | Work-Life Imbalance |
| WAQ | .93 |  |  |
| WART | .71\* | .90 |  |
| Work-Life Imbalance | .61\* | .48\* | .89 |
| *Range of Possible Scores* | 30-150 | 25-100 | 10-70 |
| *Range for Current Data* | 33-125 | 31-86 | 10-70 |
| *M* | 71.23 | 60.30 | 28.27 |
| *SD* | 21.13 | 12.92 | 12.53 |

*Note*. Entries on the main diagonal are Cronbach’s alpha.  
WAQ is Workaholism Analysis Questionnaire  
WART is Work Addiction Risk Test.  
\**p* < .05 \*\* *p* < .001.

Calvin P. Garbin of the Department of Psychology at the University of Nebraska. has made available a program ([FZT.exe](http://psych.unl.edu/psycrs/statpage/FZT_backup.exe)) for conducting for conducting both the traditional Hotelling’s *t* and the test recommended by Meng et al., Steiger’s *z*.

As you can see on the next page, the correlation with work-life imbalance is significantly greater for the WAQ than for the WART, *z* = 2.658, *p* = .004.

