

Table S11: Results of a SEM model with work engagement and controls only. Explained variable: productivity.

Variable	Std. Coef.
Work engagement	0.267***
Gender - Male	0.074***
Age	0.066***
Education - First cycle of secondary	0.046
Education - Second cycle of secondary	0.034
Education - Post-secondary (not university level)	0.030
Education - Undergraduate	0.057
Education - Postgraduate	0.041
Education - Ph. D.	0.011
Ethnicity - Asian	-0.043***
Ethnicity - Black	-0.011
Ethnicity - Mixed	-0.006
Ethnicity - Other or not specified	-0.034***
Job - Manager	-0.035**
Job - Profession	-0.003
Job - Technician or junior professional	0.004
Job - Clerical support worker	0.029**
Job - Service worker	-0.001
Job - Sales worker	-0.025***
Job - Manual labor worker	0.003
Annual income (GBP)	0.033***

** $P < 0.01$, *** $P < 0.001$.