

ภาคผนวก ญ

ผลการวิเคราะห์รูปแบบปัจจัยที่ส่งผลต่อสมรรถนะครู
โดยใช้โปรแกรมลิสเรล 8.52 (LISREL version 8.52)

บัณฑิตวิทยาลัย มหาวิทยาลัยราชภัฏสุราษฎร์ธานี

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L I S R E L 8.52

BY

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The following lines were read from file D:\competency.LPJ:

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TI
!DA NI=25 NO=900 NG=1 MA=CM
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SE
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MO NX=8 NY=17 NK=2 NE=4 LY=FU,FI LX=FU,FI BE=FU,FI GA=FU,FI PH=SY,FR PS=DI,FR TE=SY,FI
TD=SY,FI
LE
CHARAC ATTITUDE COMMIT COMPET
LK
PERSON CLIMATE
FR LY(1,1) LY(2,1) LY(3,1) LY(4,1) LY(5,1) LY(6,2) LY(7,2) LY(8,2) LY(9,3)
FR LY(10,3) LY(11,3) LY(12,4) LY(13,4) LY(14,4) LY(15,4) LY(16,4) LY(17,4) LX(1,1)
FR LX(2,1) LX(3,1) LX(4,2) LX(5,2) LX(6,2) LX(7,2) LX(8,2) BE(2,1) BE(3,1)
FR BE(3,2) BE(4,1) BE(4,2) BE(4,3) GA(1,1) GA(1,2) GA(2,1) GA(2,2) GA(3,1)
FR GA(3,2) GA(4,1) GA(4,2)
FR TH 8 16 TH 7 15
FR TE(1,1) TE(2,2) TE(3,3) TE(4,4) TE(5,5) TE(6,6) TE(7,7) TE(8,8) TE(9,9) TE(10,10)
FR TE(11,11) TE(12,12) TE(13,13) TE(14,14) TE(15,15) TE(16,16) TE(17,17) TE 2 1
FR TE 14 11 TH 1 6 TH 3 17 TH 5 13 TE 9 1 TH 4 12
FR TE 5 4 TH 3 3 TH 6 14 TH 8 1 TE 15 9
FR TD(1,1) TD(2,2) TD(3,3) TD(4,4) TD(5,5) TD(6,6) TD(7,7) TD(8,8)
FR TD 4 2 TD 8 7 TE 14 7 TE 12 6 TH 1 12 TE 16 11 TH 6 11 TH 4 4 TE 17 15 TH 2 7
FR TH 2 2 TH 3 10 TE 17 11 TE 17 14 TE 17 13 TH 7 7 TE 12 9 TH 4 9 TE 6 5 TE 15 12
FR TE 12 1 TE 17 8 TH 2 16 TE 16 15 TH 3 13 TH 3 11 TH 1 1 TH 3 14 TH 1 9 TH 6 6
FR TE 10 8 TH 1 15 TE 3 2 TD 4 3 TE 9 7 TE 15 6 TE 3 1 TH 8 8 TH 2 1 TE 10 2 TE 15 14
FR TE 4 3 TE 14 3 TE 4 3 TH 2 10 TH 4 3 TH 3 8 TD 5 1 TE 9 6 TE 13 12 TH 5 5 TE 6 1
FR TE 11 7 TE 6 4 TH 7 8 TH 6 17 TE 14 8 TE 11 6 TD 8 5 TE 13 11 TE 17 16 TH 3 12 TH 5 14
FR TH 1 16 TE 14 4 TE 17 12 TD 7 5 TH 6 3 TD 3 2 TH 1 12 TE 8 7 TE 11 10 TE 12 4 TE 11 2
FR TH 6 16 TE 15 4 TE 7 1 TE 16 12 TD 7 4 TE 9 4 TE 8 4 TD 8 2 TE 7 4 TE 8 2 TH 1 4 TH 7 12
FR TE 11 3 TE 16 2 TE 15 2 TH 6 2 TE 13 10 TH 7 2 TH 4 6 TD 4 1 TH 5 7
PD
OU ME=ML AM RS EF FS SC IT=250

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TI

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Number of Input Variables 25
Number of Y - Variables 17
Number of X - Variables 8
Number of ETA - Variables 4
Number of KSI - Variables 2
Number of Observations 900

```

TI

Covariance Matrix

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	0.17					
Y2	0.11	0.18				
Y3	0.10	0.11	0.17			
Y4	0.08	0.09	0.11	0.18		
Y5	0.08	0.09	0.10	0.11	0.17	
Y6	0.08	0.07	0.07	0.09	0.09	0.16
Y7	0.08	0.08	0.08	0.09	0.09	0.11
Y8	0.08	0.08	0.08	0.09	0.09	0.11
Y9	0.09	0.07	0.08	0.08	0.08	0.09
Y10	0.08	0.09	0.08	0.08	0.08	0.08
Y11	0.07	0.09	0.09	0.08	0.08	0.09
Y12	0.08	0.07	0.07	0.08	0.08	0.09
Y13	0.07	0.08	0.08	0.08	0.08	0.08
Y14	0.07	0.07	0.09	0.08	0.08	0.08
Y15	0.07	0.06	0.07	0.08	0.08	0.08
Y16	0.07	0.07	0.08	0.08	0.08	0.08
Y17	0.07	0.08	0.08	0.08	0.08	0.08
X1	0.08	0.07	0.07	0.07	0.07	0.09
X2	0.07	0.08	0.07	0.07	0.07	0.07
X3	0.07	0.08	0.09	0.07	0.07	0.07
X4	0.07	0.07	0.08	0.08	0.07	0.08
X5	0.07	0.07	0.07	0.07	0.08	0.07
X6	0.06	0.07	0.06	0.07	0.07	0.08
X7	0.07	0.07	0.07	0.07	0.07	0.07
X8	0.08	0.07	0.07	0.06	0.06	0.07

Covariance Matrix

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	0.17					
Y8	0.11	0.16				
Y9	0.08	0.08	0.17			
Y10	0.09	0.08	0.10	0.16		
Y11	0.08	0.09	0.10	0.11	0.17	
Y12	0.08	0.08	0.09	0.08	0.07	0.17
Y13	0.09	0.08	0.08	0.09	0.08	0.09
Y14	0.08	0.09	0.08	0.09	0.10	0.08
Y15	0.08	0.08	0.09	0.08	0.08	0.09
Y16	0.09	0.08	0.08	0.09	0.08	0.08
Y17	0.08	0.09	0.08	0.09	0.10	0.08
X1	0.08	0.07	0.09	0.09	0.08	0.09
X2	0.09	0.08	0.08	0.09	0.08	0.07
X3	0.08	0.09	0.08	0.08	0.09	0.07
X4	0.08	0.08	0.09	0.09	0.08	0.09
X5	0.08	0.08	0.09	0.09	0.08	0.08
X6	0.08	0.08	0.08	0.08	0.09	0.07
X7	0.08	0.08	0.08	0.08	0.08	0.06
X8	0.08	0.09	0.08	0.08	0.08	0.06

Covariance Matrix

	Y13	Y14	Y15	Y16	Y17	X1
Y13	0.16					
Y14	0.10	0.17				
Y15	0.09	0.10	0.16			
Y16	0.10	0.10	0.10	0.16		
Y17	0.08	0.11	0.08	0.09	0.16	
X1	0.08	0.07	0.08	0.08	0.07	0.16
X2	0.08	0.07	0.07	0.09	0.08	0.09
X3	0.08	0.09	0.07	0.08	0.10	0.09
X4	0.08	0.08	0.08	0.08	0.08	0.09
X5	0.10	0.09	0.08	0.08	0.08	0.08
X6	0.08	0.10	0.07	0.07	0.07	0.08
X7	0.08	0.08	0.09	0.08	0.08	0.08
X8	0.08	0.08	0.07	0.10	0.08	0.08

Covariance Matrix

	X2	X3	X4	X5	X6	X7
X2	0.16					
X3	0.10	0.16				
X4	0.10	0.10	0.17			
X5	0.09	0.09	0.10	0.16		
X6	0.08	0.08	0.10	0.11	0.17	
X7	0.08	0.09	0.09	0.10	0.10	0.16
X8	0.09	0.09	0.10	0.09	0.10	0.11

Covariance Matrix

	X8
X8	0.17

TI

Parameter Specifications

LAMBDA-Y

	CHARAC	ATTITUDE	COMMIT	COMPET
Y1	0	0	0	0
Y2	1	0	0	0
Y3	2	0	0	0
Y4	3	0	0	0
Y5	4	0	0	0
Y6	0	0	0	0
Y7	0	5	0	0
Y8	0	6	0	0
Y9	0	0	0	0
Y10	0	0	7	0
Y11	0	0	8	0
Y12	0	0	0	0
Y13	0	0	0	9
Y14	0	0	0	10
Y15	0	0	0	11
Y16	0	0	0	12
Y17	0	0	0	13

LAMBDA-X

	PERSON	CLIMATE
X1	14	0
X2	15	0
X3	16	0
X4	0	17
X5	0	18
X6	0	19
X7	0	20
X8	0	21

BETA

	CHARAC	ATTITUDE	COMMIT	COMPET
CHARAC	0	0	0	0
ATTITUDE	22	0	0	0
COMMIT	23	24	0	0
COMPET	25	26	27	0

GAMMA

	PERSON -----	CLIMATE -----
CHARAC	28	29
ATTITUDE	30	31
COMMIT	32	33
COMPET	34	35

PHI

	PERSON -----	CLIMATE -----
PERSON	0	
CLIMATE	36	0

PSI

CHARAC -----	ATTITUDE -----	COMMIT -----	COMPET -----
37	38	39	40

THETA-EPS

	Y1 -----	Y2 -----	Y3 -----	Y4 -----	Y5 -----	Y6 -----
Y1	41					
Y2	42	43				
Y3	44	45	46			
Y4	0	0	47	48		
Y5	0	0	0	49	50	
Y6	51	0	0	52	53	54
Y7	55	0	0	56	0	0
Y8	0	58	0	59	0	0
Y9	62	0	0	63	0	64
Y10	0	67	0	0	0	0
Y11	0	70	71	0	0	72
Y12	76	0	0	77	0	78
Y13	0	0	0	0	0	0
Y14	0	0	85	86	0	0
Y15	0	91	0	92	0	93
Y16	0	98	0	0	0	0
Y17	0	0	0	0	0	0

THETA-EPS

	Y7 -----	Y8 -----	Y9 -----	Y10 -----	Y11 -----	Y12 -----
Y7	57					
Y8	60	61				
Y9	65	0	66			
Y10	0	68	0	69		
Y11	73	0	0	74	75	
Y12	0	0	79	0	0	80
Y13	0	0	0	81	82	83
Y14	87	88	0	0	89	0
Y15	0	0	94	0	0	95
Y16	0	0	0	0	99	100
Y17	0	103	0	0	104	105

THETA-EPS

	Y13 -----	Y14 -----	Y15 -----	Y16 -----	Y17 -----
Y13	84				
Y14	0	90			
Y15	0	96	97		
Y16	0	0	101	102	
Y17	106	107	108	109	110

THETA-DELTA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
X1	111	0	0	112	0	113
X2	119	120	0	0	0	0
X3	0	0	125	0	0	0
X4	0	0	135	136	0	137
X5	0	0	0	0	144	0
X6	0	150	151	0	0	152
X7	0	158	0	0	0	0
X8	166	0	0	0	0	0

THETA-DELTA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
X1	0	0	114	0	0	115
X2	121	0	0	122	0	0
X3	0	126	0	127	128	129
X4	0	0	138	0	0	139
X5	145	0	0	0	0	0
X6	0	0	0	0	153	0
X7	159	160	0	0	0	161
X8	0	167	0	0	0	0

THETA-DELTA-EPS

	Y13	Y14	Y15	Y16	Y17
X1	0	0	116	117	0
X2	0	0	0	123	0
X3	130	131	0	0	132
X4	0	0	0	0	0
X5	146	147	0	0	0
X6	0	154	0	155	156
X7	0	0	162	0	0
X8	0	0	0	168	0

THETA-DELTA

	X1	X2	X3	X4	X5	X6
X1	118					
X2	0	124				
X3	0	133	134			
X4	140	141	142	143		
X5	148	0	0	0	149	
X6	0	0	0	0	0	157
X7	0	0	0	163	164	0
X8	0	169	0	0	170	0

THETA-DELTA

	X7	X8
X7	165	
X8	171	172

TI

Number of Iterations = 95

LISREL Estimates (Maximum Likelihood)

LAMBDA-Y

	CHARAC	ATTITUDE	COMMIT	COMPET
	-----	-----	-----	-----
Y1	0.28	--	--	--
Y2	0.30 (0.01) 21.25	--	--	--
Y3	0.31 (0.02) 19.84	--	--	--
Y4	0.30 (0.02) 17.50	--	--	--
Y5	0.31 (0.02) 18.13	--	--	--
Y6	--	0.31	--	--
Y7	--	0.34 (0.01) 23.78	--	--
Y8	--	0.34 (0.01) 23.26	--	--
Y9	--	--	0.31	--
Y10	--	--	0.33 (0.01) 23.91	--
Y11	--	--	0.32 (0.01) 22.27	--
Y12	--	--	--	0.28
Y13	--	--	--	0.32 (0.02) 20.99
Y14	--	--	--	0.31 (0.02) 19.24
Y15	--	--	--	0.28 (0.01) 20.13
Y16	--	--	--	0.32 (0.02) 20.07
Y17	--	--	--	0.31 (0.02) 18.19

LAMBDA-X

	PERSON	CLIMATE
	-----	-----
X1	0.30 (0.01) 24.58	- -
X2	0.31 (0.01) 24.94	- -
X3	0.31 (0.01) 25.58	- -
X4	- -	0.32 (0.01) 26.84
X5	- -	0.33 (0.01) 28.22
X6	- -	0.32 (0.01) 26.84
X7	- -	0.31 (0.01) 26.51
X8	- -	0.32 (0.01) 26.24

BETA

	CHARAC	ATTITUDE	COMMIT	COMPET
	-----	-----	-----	-----
CHARAC	- -	- -	- -	- -
ATTITUDE	0.57 (0.06) 9.61	- -	- -	- -
COMMIT	0.23 (0.07) 3.54	0.26 (0.06) 4.22	- -	- -
COMPET	0.28 (0.06) 4.89	0.11 (0.05) 2.08	0.25 (0.07) 3.56	- -

GAMMA

	PERSON	CLIMATE
	-----	-----
CHARAC	0.51 (0.09) 6.00	0.28 (0.08) 3.50
ATTITUDE	0.17 (0.07) 2.35	0.17 (0.06) 2.65
COMMIT	0.35 (0.08) 4.46	0.14 (0.06) 2.20

COMPET	0.19	0.14
	(0.07)	(0.05)
	2.76	2.73

Covariance Matrix of ETA and KSI

	CHARAC	ATTITUDE	COMMIT	COMPET	PERSON	CLIMATE
CHARAC	1.00					
ATTITUDE	0.82	1.00				
COMMIT	0.81	0.81	1.00			
COMPET	0.82	0.80	0.85	1.00		
PERSON	0.75	0.75	0.84	0.82	1.00	
CLIMATE	0.72	0.73	0.79	0.79	0.85	1.00

PHI

	PERSON	CLIMATE
PERSON	1.00	
CLIMATE	0.85	1.00
	(0.02)	
	47.87	

PSI

Note: This matrix is diagonal.

CHARAC	ATTITUDE	COMMIT	COMPET
0.41	0.28	0.20	0.19
(0.05)	(0.03)	(0.03)	(0.02)
8.74	9.97	7.62	7.83

Squared Multiple Correlations for Structural Equations

CHARAC	ATTITUDE	COMMIT	COMPET
0.59	0.72	0.80	0.81

Squared Multiple Correlations for Reduced Form

CHARAC	ATTITUDE	COMMIT	COMPET
0.59	0.59	0.72	0.70

Reduced Form

	PERSON	CLIMATE
CHARAC	0.51	0.28
	(0.09)	(0.08)
	6.00	3.50
ATTITUDE	0.46	0.33
	(0.08)	(0.07)
	6.11	4.53
COMMIT	0.59	0.29
	(0.08)	(0.07)
	7.43	3.93
COMPET	0.54	0.34
	(0.07)	(0.07)
	7.46	4.99

THETA-EPS						
	Y1	Y2	Y3	Y4	Y5	Y6
	-----	-----	-----	-----	-----	-----
Y1	0.10 (0.01) 17.89					
Y2	0.03 (0.00) 7.03	0.09 (0.01) 16.84				
Y3	0.01 (0.00) 3.44	0.02 (0.00) 4.23	0.08 (0.00) 16.10			
Y4	--	--	0.01 (0.00) 4.52	0.08 (0.01) 16.35		
Y5	--	--	--	0.02 (0.00) 5.62	0.08 (0.00) 16.50	
Y6	0.01 (0.00) 3.39	--	--	0.02 (0.00) 5.12	0.01 (0.00) 5.31	0.07 (0.00) 17.10
Y7	0.00 (0.00) -1.65	--	--	0.01 (0.00) 2.28	--	--
Y8	--	-0.01 (0.00) -2.07	--	0.01 (0.00) 2.92	--	--
Y9	0.02 (0.00) 6.34	--	--	0.01 (0.00) 2.98	--	0.01 (0.00) 3.81
Y10	--	0.01 (0.00) 3.84	--	--	--	--
Y11	--	0.01 (0.00) 3.32	0.01 (0.00) 1.96	--	--	0.01 (0.00) 2.66
Y12	0.02 (0.00) 5.48	--	--	0.01 (0.00) 3.43	--	0.02 (0.00) 5.81
Y13	--	--	--	--	--	--
Y14	--	--	0.01 (0.00) 3.35	0.01 (0.00) 2.38	--	--
Y15	--	-0.01 (0.00) -2.97	--	0.01 (0.00) 3.05	--	0.01 (0.00) 3.89
Y16	--	-0.01 (0.00) -2.74	--	--	--	--
Y17	--	--	--	--	--	--

THETA-EPS						
	Y7	Y8	Y9	Y10	Y11	Y12
	-----	-----	-----	-----	-----	-----
Y7	0.05 (0.00) 11.54					
Y8	-0.01 (0.00) -2.29	0.05 (0.00) 11.65				
Y9	-0.01 (0.00) -3.78	- -	0.07 (0.00) 17.17			
Y10	- -	-0.01 (0.00) -3.23	- -	0.05 (0.00) 13.56		
Y11	0.00 (0.00) -1.90	- -	- -	0.01 (0.00) 2.29	0.07 (0.00) 15.02	
Y12	- -	- -	0.02 (0.00) 7.04	- -	- -	0.09 (0.01) 17.86
Y13	- -	- -	- -	0.00 (0.00) 1.76	0.00 (0.00) -1.43	0.00 (0.00) 1.64
Y14	-0.01 (0.00) -3.50	0.01 (0.00) 2.43	- -	- -	0.02 (0.00) 7.06	- -
Y15	- -	- -	0.02 (0.00) 6.48	- -	- -	0.02 (0.00) 4.96
Y16	- -	- -	- -	- -	-0.01 (0.00) -3.92	0.00 (0.00) -1.64
Y17	- -	0.01 (0.00) 3.84	- -	- -	0.01 (0.00) 4.80	-0.01 (0.00) -2.95
THETA-EPS						
	Y13	Y14	Y15	Y16	Y17	
	-----	-----	-----	-----	-----	
Y13	0.06 (0.00) 16.43					
Y14	- -	0.07 (0.00) 17.81				
Y15	- -	0.01 (0.00) 3.10	0.08 (0.00) 17.91			
Y16	- -	- -	0.01 (0.00) 3.40	0.06 (0.00) 16.00		

Y17	-0.02 (0.00) -5.56	0.01 (0.00) 2.35	-0.01 (0.00) -3.79	-0.01 (0.00) -3.36	0.07 (0.00) 13.49
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Squared Multiple Correlations for Y - Variables

Y1	Y2	Y3	Y4	Y5	Y6
0.44	0.50	0.54	0.52	0.55	0.59

Squared Multiple Correlations for Y - Variables

Y7	Y8	Y9	Y10	Y11	Y12
0.71	0.69	0.58	0.68	0.60	0.45

Squared Multiple Correlations for Y - Variables

Y13	Y14	Y15	Y16	Y17
0.63	0.57	0.50	0.65	0.59

THETA-DELTA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
X1	0.02 (0.00) 5.82	--	--	0.01 (0.00) 2.27	--	0.02 (0.00) 7.31
X2	0.01 (0.00) 2.26	0.01 (0.00) 3.86	--	--	--	--
X3	--	--	0.01 (0.00) 4.60	--	--	--
X4	--	--	0.01 (0.00) 2.57	0.01 (0.00) 5.04	--	0.01 (0.00) 2.09
X5	--	--	--	--	0.01 (0.00) 2.57	--
X6	--	0.00 (0.00) 1.62	0.00 (0.00) -1.80	--	--	0.01 (0.00) 3.90
X7	--	0.00 (0.00) -1.39	--	--	--	--
X8	0.01 (0.00) 5.31	--	--	--	--	--

THETA-DELTA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
X1	--	--	0.02 (0.00) 5.24	--	--	0.02 (0.00) 6.30
X2	0.01 (0.00) 4.85	--	--	0.01 (0.00) 3.27	--	--

X3	--	0.01 (0.00) 2.55	--	-0.01 (0.00) -2.57	0.01 (0.00) 4.19	0.01 (0.00) 1.96
X4	--	--	0.01 (0.00) 5.00	--	--	0.02 (0.00) 6.79
X5	0.00 (0.00) -1.66	--	--	--	--	--
X6	--	--	--	--	0.01 (0.00) 5.05	--
X7	0.01 (0.00) 3.81	0.00 (0.00) 1.82	--	--	--	-0.01 (0.00) -2.30
X8	--	0.01 (0.00) 3.66	--	--	--	--

THETA-DELTA-EPS

	Y13	Y14	Y15	Y16	Y17
	-----	-----	-----	-----	-----
X1	--	--	0.01 (0.00) 4.95	0.00 (0.00) 1.97	--
X2	--	--	--	0.01 (0.00) 4.22	--
X3	-0.01 (0.00) -2.73	0.01 (0.00) 5.02	--	--	0.02 (0.00) 5.31
X4	--	--	--	--	--
X5	0.01 (0.00) 5.74	0.01 (0.00) 2.70	--	--	--
X6	--	0.02 (0.00) 5.89	--	0.00 (0.00) -2.13	-0.01 (0.00) -3.03
X7	--	--	0.02 (0.00) 7.66	--	--
X8	--	--	--	0.02 (0.00) 7.74	--

THETA-DELTA

	X1	X2	X3	X4	X5	X6
	-----	-----	-----	-----	-----	-----
X1	0.07 (0.00) 17.07					

X2	- -	0.07 (0.00) 15.20				
X3	- -	0.01 (0.00) 1.73	0.06 (0.00) 14.61			
X4	0.01 (0.00) 2.01	0.02 (0.00) 6.42	0.01 (0.00) 5.06	0.07 (0.00) 17.48		
X5	-0.01 (0.00) -2.94	- -	- -	- -	0.06 (0.00) 14.80	
X6	- -	- -	- -	- -	- -	0.07 (0.00) 17.91
X7	- -	- -	- -	-0.01 (0.00) -2.77	-0.01 (0.00) -3.46	- -
X8	- -	0.01 (0.00) 2.23	- -	- -	-0.01 (0.00) -3.57	- -

THETA-DELTA

	X7	X8
X7	0.06 (0.00) 14.71	
X8	0.01 (0.00) 2.90	0.07 (0.00) 16.41

Squared Multiple Correlations for X - Variables

X1	X2	X3	X4	X5	X6
0.55	0.58	0.61	0.60	0.67	0.60

Squared Multiple Correlations for X - Variables

X7	X8
0.63	0.60

Goodness of Fit Statistics

Degrees of Freedom = 153
 Minimum Fit Function Chi-Square = 130.48 (P = 0.91)
 Normal Theory Weighted Least Squares Chi-Square = 129.00 (P = 0.92)
 Estimated Non-centrality Parameter (NCP) = 0.0
 90 Percent Confidence Interval for NCP = (0.0 ; 4.37)

Minimum Fit Function Value = 0.15
 Population Discrepancy Function Value (F0) = 0.0
 90 Percent Confidence Interval for F0 = (0.0 ; 0.0049)
 Root Mean Square Error of Approximation (RMSEA) = 0.0
 90 Percent Confidence Interval for RMSEA = (0.0 ; 0.0056)
 P-Value for Test of Close Fit (RMSEA < 0.05) = 1.00

Expected Cross-Validation Index (ECVI) = 0.55
 90 Percent Confidence Interval for ECVI = (0.55 ; 0.56)
 ECVI for Saturated Model = 0.72
 ECVI for Independence Model = 74.76

Chi-Square for Independence Model with 300 Degrees of Freedom = 67155.03
 Independence AIC = 67205.03
 Model AIC = 473.00
 Saturated AIC = 650.00
 Independence CAIC = 67350.09
 Model CAIC = 1471.01
 Saturated CAIC = 2535.78

Normed Fit Index (NFI) = 1.00
 Non-Normed Fit Index (NNFI) = 1.00
 Parsimony Normed Fit Index (PNFI) = 0.51
 Comparative Fit Index (CFI) = 1.00
 Incremental Fit Index (IFI) = 1.00
 Relative Fit Index (RFI) = 1.00

Critical N (CN) = 1355.58

Root Mean Square Residual (RMR) = 0.0021
 Standardized RMR = 0.013
 Goodness of Fit Index (GFI) = 0.99
 Adjusted Goodness of Fit Index (AGFI) = 0.98
 Parsimony Goodness of Fit Index (PGFI) = 0.47

TI

Fitted Covariance Matrix

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	0.18					
Y2	0.11	0.18				
Y3	0.10	0.11	0.17			
Y4	0.08	0.09	0.11	0.18		
Y5	0.09	0.09	0.09	0.11	0.17	
Y6	0.08	0.07	0.08	0.09	0.09	0.16
Y7	0.07	0.08	0.09	0.09	0.09	0.11
Y8	0.08	0.08	0.08	0.09	0.09	0.10
Y9	0.09	0.07	0.08	0.08	0.08	0.09
Y10	0.07	0.09	0.08	0.08	0.08	0.08
Y11	0.07	0.09	0.08	0.08	0.08	0.09
Y12	0.08	0.07	0.07	0.08	0.07	0.08
Y13	0.07	0.08	0.08	0.08	0.08	0.08
Y14	0.07	0.08	0.09	0.08	0.08	0.08
Y15	0.06	0.06	0.07	0.08	0.07	0.08
Y16	0.07	0.07	0.08	0.08	0.08	0.08
Y17	0.07	0.08	0.08	0.08	0.08	0.08
X1	0.08	0.07	0.07	0.07	0.07	0.09
X2	0.07	0.08	0.07	0.07	0.07	0.07
X3	0.07	0.07	0.08	0.07	0.07	0.07
X4	0.06	0.07	0.08	0.08	0.07	0.08
X5	0.07	0.07	0.07	0.07	0.08	0.07
X6	0.06	0.07	0.06	0.07	0.07	0.08
X7	0.06	0.06	0.07	0.07	0.07	0.07
X8	0.08	0.07	0.07	0.07	0.07	0.07

Fitted Covariance Matrix

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	0.17					
Y8	0.11	0.16				
Y9	0.08	0.08	0.16			
Y10	0.09	0.08	0.10	0.16		
Y11	0.08	0.09	0.10	0.11	0.17	
Y12	0.08	0.07	0.09	0.08	0.07	0.17

Y13	0.09	0.09	0.08	0.09	0.08	0.09
Y14	0.08	0.09	0.08	0.09	0.10	0.09
Y15	0.08	0.08	0.09	0.08	0.08	0.09
Y16	0.09	0.09	0.08	0.09	0.08	0.08
Y17	0.09	0.09	0.08	0.09	0.10	0.08
X1	0.08	0.07	0.09	0.08	0.08	0.09
X2	0.09	0.08	0.08	0.09	0.08	0.07
X3	0.08	0.09	0.08	0.08	0.09	0.08
X4	0.08	0.08	0.09	0.08	0.08	0.09
X5	0.08	0.08	0.08	0.09	0.08	0.07
X6	0.08	0.08	0.08	0.08	0.09	0.07
X7	0.09	0.08	0.08	0.08	0.08	0.06
X8	0.08	0.09	0.08	0.08	0.08	0.07

Fitted Covariance Matrix

	Y13	Y14	Y15	Y16	Y17	X1
Y13	0.16					
Y14	0.10	0.17				
Y15	0.09	0.10	0.16			
Y16	0.10	0.10	0.10	0.16		
Y17	0.08	0.10	0.08	0.09	0.16	
X1	0.08	0.08	0.08	0.08	0.08	0.16
X2	0.08	0.08	0.07	0.09	0.08	0.09
X3	0.08	0.09	0.07	0.08	0.10	0.09
X4	0.08	0.08	0.07	0.08	0.08	0.09
X5	0.10	0.09	0.07	0.08	0.08	0.08
X6	0.08	0.09	0.07	0.08	0.07	0.08
X7	0.08	0.08	0.09	0.08	0.08	0.08
X8	0.08	0.08	0.07	0.10	0.08	0.08

Fitted Covariance Matrix

	X2	X3	X4	X5	X6	X7
X2	0.16					
X3	0.10	0.16				
X4	0.10	0.10	0.17			
X5	0.09	0.09	0.11	0.16		
X6	0.08	0.08	0.10	0.10	0.17	
X7	0.08	0.08	0.09	0.09	0.10	0.16
X8	0.09	0.08	0.10	0.10	0.10	0.11

Fitted Covariance Matrix

	X8
X8	0.17

Fitted Residuals

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	0.00					
Y2	0.00	0.00				
Y3	0.00	0.00	0.00			
Y4	0.00	0.00	0.00	0.00		
Y5	0.00	0.00	0.00	0.00	0.00	
Y6	0.00	0.00	0.00	0.00	0.00	0.00
Y7	0.00	0.00	0.00	0.00	0.00	0.00
Y8	0.00	0.00	0.00	0.00	0.00	0.00
Y9	0.00	0.00	0.00	0.00	0.00	0.00
Y10	0.00	0.00	0.00	0.00	0.00	0.00
Y11	0.00	0.00	0.00	0.00	0.00	0.00
Y12	0.00	0.01	0.00	0.00	0.01	0.00
Y13	0.00	0.00	0.00	0.00	0.00	0.00
Y14	0.00	0.00	0.00	0.00	0.00	0.00
Y15	0.00	0.00	0.00	0.00	0.00	0.00
Y16	0.00	0.00	0.00	0.00	0.00	0.00
Y17	0.00	0.00	0.00	0.00	0.00	0.00

X1	0.00	0.00	0.00	0.00	0.00	0.00
X2	0.00	0.00	0.00	0.00	0.00	0.00
X3	0.00	0.01	0.00	0.00	0.00	0.00
X4	0.00	0.00	0.00	0.00	0.00	0.00
X5	0.00	0.00	0.00	0.00	0.00	0.00
X6	0.00	0.00	0.00	0.00	0.00	0.00
X7	0.00	0.00	0.00	0.00	0.00	0.00
X8	0.00	0.00	0.00	-0.01	-0.01	0.00

Fitted Residuals

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	0.00					
Y8	0.00	0.00				
Y9	0.00	0.00	0.00			
Y10	0.00	0.00	0.00	0.00		
Y11	0.00	0.00	0.00	0.00	0.00	
Y12	0.00	0.00	0.00	0.00	0.00	0.00
Y13	0.00	0.00	0.00	0.00	0.00	0.00
Y14	0.00	0.00	0.00	0.00	0.00	0.00
Y15	0.00	0.00	0.00	0.00	0.00	0.00
Y16	0.00	0.00	0.00	0.00	0.00	0.00
Y17	0.00	0.00	0.00	0.00	0.00	0.00
X1	0.00	0.00	0.00	0.00	0.00	0.00
X2	0.00	0.00	0.00	0.00	0.00	0.00
X3	0.00	0.00	0.00	0.00	0.00	0.00
X4	0.00	0.00	0.00	0.00	0.00	0.00
X5	0.00	0.00	0.00	0.00	0.00	0.00
X6	0.00	0.00	0.00	0.00	0.00	0.00
X7	0.00	0.00	0.00	0.00	0.00	0.00
X8	0.00	0.00	0.00	0.00	0.00	0.00

Fitted Residuals

	Y13	Y14	Y15	Y16	Y17	X1
Y13	0.00					
Y14	0.00	0.00				
Y15	0.00	0.00	0.00			
Y16	0.00	0.00	0.00	0.00		
Y17	0.00	0.00	0.00	0.00	0.00	
X1	0.00	0.00	0.00	0.00	0.00	0.00
X2	0.00	0.00	0.00	0.00	0.00	0.00
X3	0.00	0.00	0.00	0.00	0.00	0.00
X4	0.00	0.00	0.00	0.00	0.00	0.00
X5	0.00	0.00	0.00	0.00	0.00	0.00
X6	0.00	0.00	0.00	0.00	0.00	0.00
X7	0.00	0.00	0.00	0.00	0.00	0.00
X8	0.00	0.00	0.00	0.00	0.00	0.00

Fitted Residuals

	X2	X3	X4	X5	X6	X7
X2	0.00					
X3	0.00	0.00				
X4	0.00	0.00	0.00			
X5	0.00	0.00	0.00	0.00		
X6	-0.01	0.00	0.00	0.00	0.00	
X7	0.00	0.00	0.00	0.00	0.00	0.00
X8	0.00	0.00	0.00	0.00	0.00	0.00

Fitted Residuals

	X8
X8	0.00

Summary Statistics for Fitted Residuals

Smallest Fitted Residual = -0.01
 Median Fitted Residual = 0.00
 Largest Fitted Residual = 0.01

Stemleaf Plot

```

- 6|652
- 5|
- 4|986655440
- 3|996533322110
- 2|9888765443222210000
- 1|9998776666655544443222211110000000000
- 0|99999888877777666666555555544433333332222222111111110000
  0|1111111222222222222333334455555556666667777778888888899999
  1|111122222223333333444444555555556666677788889
  2|0000011111112222344455577888899
  3|01122244556667777
  4|001235567778
  5|07
  6|5
    
```

Standardized Residuals

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	-0.57					
Y2	-0.31	0.32				
Y3	0.57	2.28	0.92			
Y4	-0.44	0.80	0.57	1.68		
Y5	-2.13	-1.85	0.80	1.62	-1.54	
Y6	-0.19	-0.83	-0.80	0.74	1.41	2.59
Y7	1.51	0.08	-0.70	0.11	1.31	0.89
Y8	0.80	0.67	-0.46	-0.13	0.71	1.16
Y9	0.50	-0.31	-0.30	-0.72	0.22	0.60
Y10	0.18	-0.24	0.65	-0.81	-0.08	0.88
Y11	1.18	0.75	1.61	0.50	1.31	1.85
Y12	1.47	1.53	1.01	2.17	2.13	2.22
Y13	0.50	0.74	-0.86	0.09	0.36	-0.95
Y14	-0.22	-0.67	-0.91	-0.08	-0.27	1.06
Y15	0.98	0.38	-1.31	0.41	1.63	1.17
Y16	-1.62	-1.04	-1.79	-1.73	-1.30	0.08
Y17	1.04	0.73	0.83	-0.39	-1.01	0.08
X1	0.82	0.49	-0.21	-1.01	-0.34	1.05
X2	0.94	0.70	-0.22	-1.64	-0.33	-0.25
X3	1.52	1.96	1.06	-0.59	0.33	0.47
X4	0.78	1.47	0.58	-0.05	0.91	0.66
X5	1.46	0.46	-0.98	-1.06	-0.66	-1.23
X6	-0.09	-0.12	-0.31	0.70	0.40	0.80
X7	1.38	0.93	-0.32	-0.26	0.41	-0.06
X8	-0.21	0.20	-0.44	-2.03	-2.03	0.20

Standardized Residuals

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	-0.79					
Y8	-0.78	-0.04				
Y9	0.18	-0.42	2.01			
Y10	-0.63	-1.65	1.50	-0.13		
Y11	-0.37	0.94	0.54	-1.26	-0.17	
Y12	1.35	0.50	0.95	1.09	0.07	0.37
Y13	-0.72	-2.05	-0.89	-0.18	-0.14	-0.13
Y14	0.19	1.02	0.64	-0.71	0.08	-1.42
Y15	0.28	-0.08	1.21	-0.05	0.12	0.27
Y16	1.35	-1.26	-0.34	0.73	-0.22	-1.44
Y17	-0.48	-0.12	1.15	-0.62	0.55	0.56
X1	1.51	-0.23	1.35	2.05	-0.60	-0.18
X2	-0.65	-0.29	1.55	0.98	-1.45	-0.17
X3	-0.79	0.79	0.08	1.18	-0.33	-0.71
X4	-0.42	0.90	2.05	1.63	0.82	0.17

X5	-2.00	-0.46	1.88	0.11	0.08	1.25
X6	0.07	1.62	-0.57	-1.43	-0.83	-0.45
X7	-1.26	0.50	0.59	-1.42	0.59	0.08
X8	-0.26	0.28	-0.10	-1.32	0.17	-1.25

Standardized Residuals

	Y13	Y14	Y15	Y16	Y17	X1
Y13	0.15					
Y14	1.45	-0.16				
Y15	-1.16	-0.16	0.43			
Y16	0.00	-0.94	0.42	-0.66		
Y17	-0.11	0.19	0.13	-0.60	0.39	
X1	0.19	-1.63	0.55	-0.02	-0.41	0.89
X2	0.33	-1.88	1.17	0.80	0.86	2.26
X3	0.02	-1.07	-0.02	-0.04	1.36	-1.74
X4	-1.08	0.56	1.23	-0.87	0.91	0.87
X5	-0.20	1.87	1.42	-1.17	0.95	1.12
X6	0.80	1.14	0.50	-0.78	0.04	-0.92
X7	-0.90	1.52	1.21	0.24	-0.42	-0.08
X8	-1.51	0.78	0.66	-1.38	0.04	0.19

Standardized Residuals

	X2	X3	X4	X5	X6	X7
X2	1.33					
X3	-0.14	-0.34				
X4	-0.81	0.88	-1.09			
X5	-0.49	1.37	-1.58	0.12		
X6	-2.75	-0.99	-0.38	0.93	1.23	
X7	-0.84	0.96	0.52	0.94	1.31	0.97
X8	-0.74	1.89	-0.22	-1.10	0.47	1.38

Standardized Residuals

	X8
X8	-0.48

Summary Statistics for Standardized Residuals

Smallest Standardized Residual = -2.75
 Median Standardized Residual = 0.12
 Largest Standardized Residual = 2.59

Stemleaf Plot

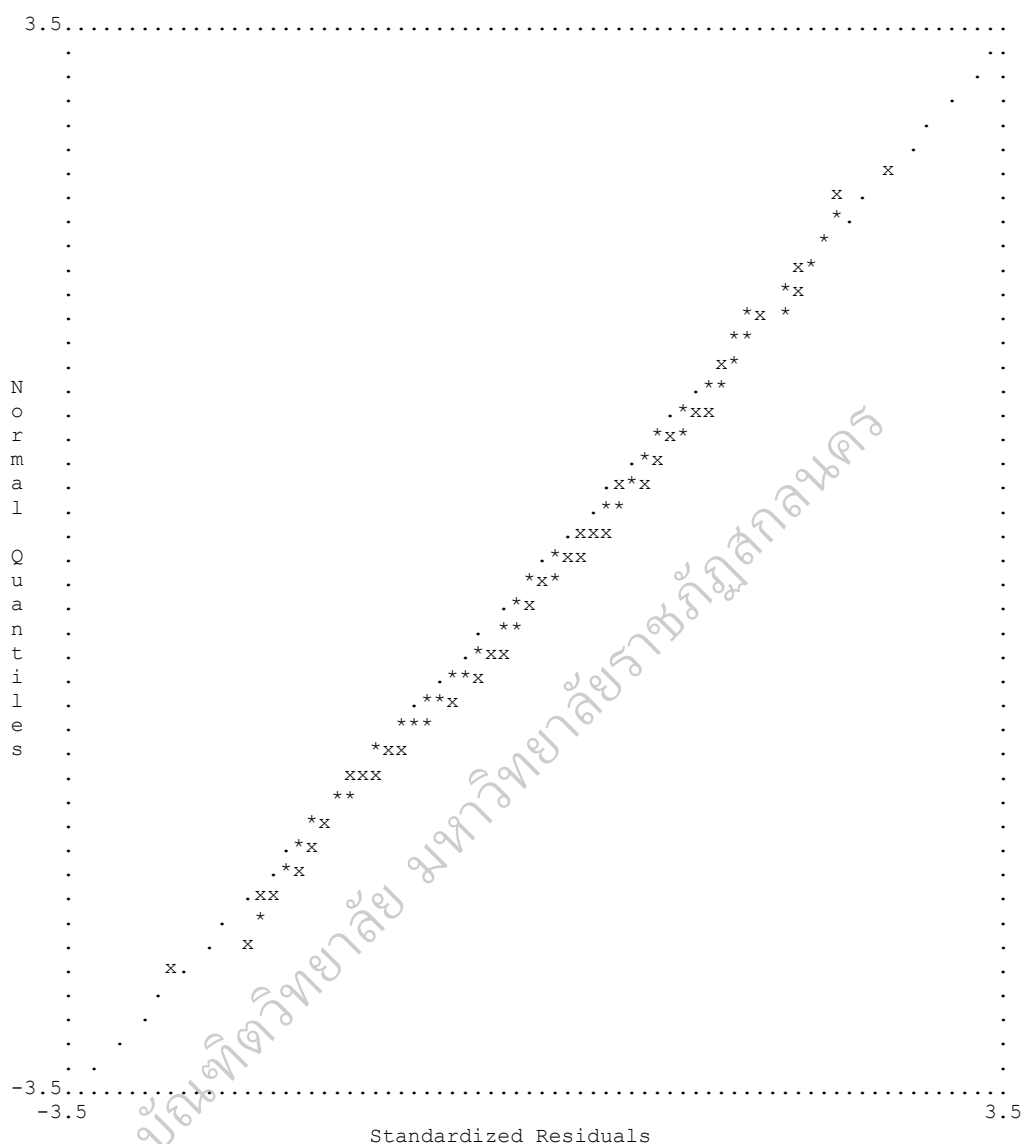
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- 2|10000
- 1|9987766666555
- 1|44444333333222111100000
- 0|9999999888888887777777666666655555
- 0|44444444333333333333322222222221111111111111111000000000
0|11111111111111112222222222233333444444444
0|555555555556666666666777777778888888888999999999999999
1|000000011111122222222333334444444
1|55555555566666679999
2|001112233
2|6
    
```

Largest Negative Standardized Residuals
 Residual for X6 and X2 -2.75
 Largest Positive Standardized Residuals
 Residual for Y6 and Y6 2.59

TI

Qplot of Standardized Residuals



TI

Modification Indices and Expected Change

Modification Indices for LAMBDA-Y

	CHARAC	ATTITUDE	COMMIT	COMPET
Y1	- -	1.14	0.83	0.32
Y2	- -	0.12	0.04	0.43
Y3	- -	1.97	0.01	0.99
Y4	- -	2.65	3.06	0.09
Y5	- -	3.58	0.70	0.01
Y6	1.58	- -	1.88	0.39
Y7	0.14	- -	0.09	0.29
Y8	0.12	- -	0.27	1.02
Y9	1.96	1.55	- -	0.27
Y10	0.24	0.01	- -	0.26
Y11	2.50	0.99	- -	0.03
Y12	7.68	2.97	0.48	- -

Y13	0.00	3.94	3.09	- -
Y14	1.29	1.01	0.28	- -
Y15	0.29	0.01	0.15	- -
Y16	1.68	0.05	0.04	- -
Y17	0.01	0.32	0.03	- -

Expected Change for LAMBDA-Y

	CHARAC	ATTITUDE	COMMIT	COMPET
	-----	-----	-----	-----
Y1	- -	0.03	0.03	0.02
Y2	- -	-0.01	0.01	0.02
Y3	- -	-0.04	0.00	-0.03
Y4	- -	-0.11	-0.05	-0.01
Y5	- -	0.07	0.02	0.00
Y6	-0.06	- -	0.07	0.02
Y7	0.01	- -	-0.01	0.01
Y8	0.01	- -	-0.02	-0.03
Y9	-0.05	-0.04	- -	0.02
Y10	-0.01	0.00	- -	-0.02
Y11	0.04	0.03	- -	0.01
Y12	0.08	0.04	0.02	- -
Y13	0.00	-0.04	-0.06	- -
Y14	-0.03	0.03	0.02	- -
Y15	0.01	0.00	0.01	- -
Y16	-0.03	0.00	0.01	- -
Y17	0.00	-0.02	-0.01	- -

Standardized Expected Change for LAMBDA-Y

	CHARAC	ATTITUDE	COMMIT	COMPET
	-----	-----	-----	-----
Y1	- -	0.03	0.03	0.02
Y2	- -	-0.01	0.01	0.02
Y3	- -	-0.04	0.00	-0.03
Y4	- -	-0.11	-0.05	-0.01
Y5	- -	0.07	0.02	0.00
Y6	-0.06	- -	0.07	0.02
Y7	0.01	- -	-0.01	0.01
Y8	0.01	- -	-0.02	-0.03
Y9	-0.05	-0.04	- -	0.02
Y10	-0.01	0.00	- -	-0.02
Y11	0.04	0.03	- -	0.01
Y12	0.08	0.04	0.02	- -
Y13	0.00	-0.04	-0.06	- -
Y14	-0.03	0.03	0.02	- -
Y15	0.01	0.00	0.01	- -
Y16	-0.03	0.00	0.01	- -
Y17	0.00	-0.02	-0.01	- -

Completely Standardized Expected Change for LAMBDA-Y

	CHARAC	ATTITUDE	COMMIT	COMPET
	-----	-----	-----	-----
Y1	- -	0.08	0.07	0.04
Y2	- -	-0.02	0.02	0.04
Y3	- -	-0.10	-0.01	-0.07
Y4	- -	-0.25	-0.12	-0.02
Y5	- -	0.16	0.06	0.01
Y6	-0.16	- -	0.17	0.06
Y7	0.03	- -	-0.02	0.03
Y8	0.03	- -	-0.04	-0.07
Y9	-0.12	-0.11	- -	0.05
Y10	-0.03	0.01	- -	-0.04
Y11	0.10	0.08	- -	0.01
Y12	0.20	0.11	0.06	- -
Y13	0.00	-0.11	-0.15	- -
Y14	-0.08	0.07	0.04	- -
Y15	0.04	0.00	0.03	- -
Y16	-0.08	0.01	0.01	- -
Y17	-0.01	-0.04	-0.02	- -

Modification Indices for LAMBDA-X

	PERSON	CLIMATE
	-----	-----
X1	- -	0.05
X2	- -	3.61
X3	- -	4.13
X4	1.45	- -
X5	1.49	- -
X6	2.91	- -
X7	0.23	- -
X8	0.04	- -

Expected Change for LAMBDA-X

	PERSON	CLIMATE
	-----	-----
X1	- -	-0.01
X2	- -	-0.06
X3	- -	0.07
X4	0.05	- -
X5	0.04	- -
X6	-0.05	- -
X7	-0.02	- -
X8	0.01	- -

Standardized Expected Change for LAMBDA-X

	PERSON	CLIMATE
	-----	-----
X1	- -	-0.01
X2	- -	-0.06
X3	- -	0.07
X4	0.05	- -
X5	0.04	- -
X6	-0.05	- -
X7	-0.02	- -
X8	0.01	- -

Completely Standardized Expected Change for LAMBDA-X

	PERSON	CLIMATE
	-----	-----
X1	- -	-0.03
X2	- -	-0.16
X3	- -	0.17
X4	0.13	- -
X5	0.09	- -
X6	-0.12	- -
X7	-0.04	- -
X8	0.01	- -

No Non-Zero Modification Indices for BETA

No Non-Zero Modification Indices for GAMMA

No Non-Zero Modification Indices for PHI

No Non-Zero Modification Indices for PSI

Modification Indices for THETA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
	-----	-----	-----	-----	-----	-----
Y1	- -					
Y2	- -	- -				
Y3	- -	- -	- -			
Y4	0.00	1.32	- -	- -		
Y5	1.19	1.77	2.15	- -	- -	
Y6	- -	0.44	0.58	- -	- -	- -

Y7	--	0.02	0.07	--	0.46	0.02
Y8	0.32	--	0.05	--	0.69	0.02
Y9	--	0.80	0.01	--	0.13	--
Y10	0.38	--	1.20	0.78	0.02	0.99
Y11	0.50	--	--	0.01	1.44	--
Y12	--	0.33	0.72	--	1.33	--
Y13	0.24	0.21	0.32	1.26	0.00	0.24
Y14	0.09	0.79	--	--	0.89	2.08
Y15	0.92	--	1.87	--	1.33	--
Y16	2.31	--	0.17	0.00	0.07	0.00
Y17	0.06	0.02	0.78	0.03	1.35	0.07

Modification Indices for THETA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	--	--	--	--	--	--
Y8	--	--	--	--	--	--
Y9	--	0.71	--	--	--	--
Y10	0.26	--	0.03	--	--	--
Y11	--	0.13	0.03	--	--	--
Y12	0.33	0.08	--	0.02	0.06	--
Y13	0.17	1.19	1.15	--	--	--
Y14	--	--	1.38	0.12	--	2.84
Y15	0.45	0.04	--	0.37	0.00	--
Y16	2.56	0.65	0.04	1.26	--	--
Y17	0.06	--	0.60	0.86	--	--

Modification Indices for THETA-EPS

	Y13	Y14	Y15	Y16	Y17
Y13	--	--	--	--	--
Y14	2.07	--	--	--	--
Y15	1.95	--	--	--	--
Y16	1.36	0.02	--	--	--
Y17	--	--	--	--	--

Expected Change for THETA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	--	--	--	--	--	--
Y2	--	--	--	--	--	--
Y3	--	--	--	--	--	--
Y4	0.00	0.00	--	--	--	--
Y5	0.00	0.00	0.01	--	--	--
Y6	--	0.00	0.00	--	--	--
Y7	--	0.00	0.00	--	0.00	0.00
Y8	0.00	--	0.00	--	0.00	0.00
Y9	--	0.00	0.00	--	0.00	--
Y10	0.00	--	0.00	0.00	0.00	0.00
Y11	0.00	--	--	0.00	0.00	--
Y12	--	0.00	0.00	--	0.00	--
Y13	0.00	0.00	0.00	0.00	0.00	0.00
Y14	0.00	0.00	--	--	0.00	0.00
Y15	0.00	--	0.00	--	0.00	--
Y16	0.00	--	0.00	0.00	0.00	0.00
Y17	0.00	0.00	0.00	0.00	0.00	0.00

Expected Change for THETA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	--	--	--	--	--	--
Y8	--	--	--	--	--	--
Y9	--	0.00	--	--	--	--
Y10	0.00	--	0.00	--	--	--
Y11	--	0.00	0.00	--	--	--
Y12	0.00	0.00	--	0.00	0.00	--
Y13	0.00	0.00	0.00	--	--	--

Y14	- -	- -	0.00	0.00	- -	-0.01
Y15	0.00	0.00	- -	0.00	0.00	- -
Y16	0.00	0.00	0.00	0.00	- -	- -
Y17	0.00	- -	0.00	0.00	- -	- -

Expected Change for THETA-EPS

	Y13	Y14	Y15	Y16	Y17
	-----	-----	-----	-----	-----
Y13	- -				
Y14	0.00	- -			
Y15	0.00	- -	- -		
Y16	0.00	0.00	- -	- -	
Y17	- -	- -	- -	- -	- -

Completely Standardized Expected Change for THETA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
	-----	-----	-----	-----	-----	-----
Y1	- -					
Y2	- -	- -				
Y3	- -	- -	- -			
Y4	0.00	0.02	- -	- -		
Y5	-0.02	-0.02	0.03	- -	- -	
Y6	- -	-0.01	-0.01	- -	- -	- -
Y7	- -	0.00	0.00	- -	0.01	0.00
Y8	0.01	- -	0.00	- -	0.01	0.00
Y9	- -	-0.02	0.00	- -	-0.01	- -
Y10	-0.01	- -	0.02	-0.01	0.00	0.02
Y11	0.01	- -	- -	0.00	0.02	- -
Y12	- -	0.01	0.01	- -	0.02	- -
Y13	0.01	0.01	-0.01	0.02	0.00	-0.01
Y14	0.00	-0.01	- -	- -	-0.01	0.02
Y15	0.02	- -	-0.02	- -	0.02	- -
Y16	-0.02	- -	-0.01	0.00	0.00	0.00
Y17	0.00	0.00	0.01	0.00	-0.02	0.00

Completely Standardized Expected Change for THETA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
	-----	-----	-----	-----	-----	-----
Y7	- -					
Y8	- -	- -				
Y9	- -	-0.01	- -			
Y10	-0.01	- -	0.00	- -		
Y11	- -	0.01	0.00	- -	- -	
Y12	0.01	0.00	- -	0.00	0.00	- -
Y13	-0.01	-0.02	-0.02	- -	- -	- -
Y14	- -	- -	0.02	0.00	- -	-0.03
Y15	-0.01	0.00	- -	-0.01	0.00	- -
Y16	0.02	-0.01	0.00	0.02	- -	- -
Y17	0.00	- -	0.01	-0.01	- -	- -

Completely Standardized Expected Change for THETA-EPS

	Y13	Y14	Y15	Y16	Y17
	-----	-----	-----	-----	-----
Y13	- -				
Y14	0.02	- -			
Y15	-0.02	- -	- -		
Y16	0.02	0.00	- -	- -	
Y17	- -	- -	- -	- -	- -

Modification Indices for THETA-DELTA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
	-----	-----	-----	-----	-----	-----
X1	- -	0.14	0.13	- -	0.51	- -
X2	- -	- -	0.13	1.33	0.26	0.23
X3	0.08	1.73	- -	0.02	0.16	1.21
X4	0.47	0.13	- -	- -	0.56	- -

X5	1.46	0.01	0.85	0.31	- -	2.70
X6	0.71	- -	- -	1.61	0.01	- -
X7	0.77	- -	0.16	0.07	0.17	0.35
X8	- -	0.52	0.16	1.21	2.06	1.32

Modification Indices for THETA-DELTA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
	-----	-----	-----	-----	-----	-----
X1	1.65	0.28	- -	1.59	0.17	- -
X2	- -	0.01	1.80	- -	1.20	1.06
X3	2.07	- -	1.42	- -	- -	- -
X4	0.56	0.56	- -	2.37	0.02	- -
X5	- -	0.13	2.17	0.12	0.89	1.40
X6	0.05	1.19	0.87	0.82	- -	0.06
X7	- -	- -	0.04	0.65	0.61	- -
X8	0.00	- -	0.03	0.63	0.05	2.09

Modification Indices for THETA-DELTA-EPS

	Y13	Y14	Y15	Y16	Y17
	-----	-----	-----	-----	-----
X1	0.19	1.05	- -	- -	0.05
X2	0.73	2.11	1.21	- -	1.93
X3	- -	- -	0.16	0.07	- -
X4	1.29	0.18	0.67	0.71	0.01
X5	- -	- -	0.57	1.93	0.78
X6	1.78	- -	0.24	- -	- -
X7	0.09	0.84	- -	0.50	1.48
X8	0.56	0.60	0.22	- -	0.01

Expected Change for THETA-DELTA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
	-----	-----	-----	-----	-----	-----
X1	- -	0.00	0.00	- -	0.00	- -
X2	- -	- -	0.00	0.00	0.00	0.00
X3	0.00	0.00	- -	0.00	0.00	0.00
X4	0.00	0.00	- -	- -	0.00	- -
X5	0.00	0.00	0.00	0.00	- -	0.00
X6	0.00	- -	- -	0.00	0.00	- -
X7	0.00	- -	0.00	0.00	0.00	0.00
X8	- -	0.00	0.00	0.00	0.00	0.00

Expected Change for THETA-DELTA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
	-----	-----	-----	-----	-----	-----
X1	0.00	0.00	- -	0.00	0.00	- -
X2	- -	0.00	0.00	- -	0.00	0.00
X3	0.00	- -	0.00	- -	- -	- -
X4	0.00	0.00	- -	0.00	0.00	- -
X5	- -	0.00	0.00	0.00	0.00	0.00
X6	0.00	0.00	0.00	0.00	- -	0.00
X7	- -	- -	0.00	0.00	0.00	- -
X8	0.00	- -	0.00	0.00	0.00	0.00

Expected Change for THETA-DELTA-EPS

	Y13	Y14	Y15	Y16	Y17
	-----	-----	-----	-----	-----
X1	0.00	0.00	- -	- -	0.00
X2	0.00	0.00	0.00	- -	0.00
X3	- -	- -	0.00	0.00	- -
X4	0.00	0.00	0.00	0.00	0.00
X5	- -	- -	0.00	0.00	0.00
X6	0.00	- -	0.00	- -	- -
X7	0.00	0.00	- -	0.00	0.00
X8	0.00	0.00	0.00	- -	0.00

Completely Standardized Expected Change for THETA-DELTA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
X1	- -	-0.01	0.01	- -	-0.01	- -
X2	- -	- -	0.01	-0.02	0.01	-0.01
X3	0.00	0.02	- -	0.00	-0.01	0.02
X4	-0.01	0.01	- -	- -	0.01	- -
X5	0.02	0.00	-0.01	-0.01	- -	-0.03
X6	-0.01	- -	- -	0.02	0.00	- -
X7	0.01	- -	-0.01	0.00	0.01	-0.01
X8	- -	0.01	0.01	-0.02	-0.02	0.02

Completely Standardized Expected Change for THETA-DELTA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
X1	0.02	-0.01	- -	0.02	-0.01	- -
X2	- -	0.00	0.02	- -	-0.02	-0.02
X3	-0.02	- -	-0.02	- -	- -	- -
X4	-0.01	0.01	- -	0.02	0.00	- -
X5	- -	-0.01	0.02	0.00	-0.01	0.02
X6	0.00	0.02	-0.01	-0.01	- -	0.00
X7	- -	- -	0.00	-0.01	0.01	- -
X8	0.00	- -	0.00	-0.01	0.00	-0.02

Completely Standardized Expected Change for THETA-DELTA-EPS

	Y13	Y14	Y15	Y16	Y17
X1	0.01	-0.02	- -	- -	0.00
X2	0.01	-0.02	0.02	- -	0.02
X3	- -	- -	-0.01	0.00	- -
X4	-0.02	0.01	0.01	-0.01	0.00
X5	- -	- -	0.01	-0.02	0.01
X6	0.02	- -	-0.01	- -	- -
X7	0.00	0.01	- -	0.01	-0.02
X8	-0.01	0.01	0.01	- -	0.00

Modification Indices for THETA-DELTA

	X1	X2	X3	X4	X5	X6
X1	- -	- -	- -	- -	- -	- -
X2	2.09	- -	- -	- -	- -	- -
X3	2.09	- -	- -	- -	- -	- -
X4	- -	- -	- -	- -	- -	- -
X5	- -	0.01	1.27	2.94	- -	- -
X6	0.05	0.83	1.59	0.05	0.74	- -
X7	0.32	0.90	0.37	- -	- -	0.06
X8	0.03	- -	1.56	0.24	- -	0.00

Modification Indices for THETA-DELTA

	X7	X8
X7	- -	- -
X8	- -	- -

Expected Change for THETA-DELTA

	X1	X2	X3	X4	X5	X6
X1	- -	- -	- -	- -	- -	- -
X2	0.00	- -	- -	- -	- -	- -
X3	0.00	- -	- -	- -	- -	- -
X4	- -	- -	- -	- -	- -	- -
X5	- -	0.00	0.00	0.00	- -	- -
X6	0.00	0.00	0.00	0.00	0.00	- -
X7	0.00	0.00	0.00	- -	- -	0.00
X8	0.00	- -	0.00	0.00	- -	0.00

Expected Change for THETA-DELTA

	X7	X8
X7	- -	- -
X8	- -	- -

Completely Standardized Expected Change for THETA-DELTA

	X1	X2	X3	X4	X5	X6
X1	- -					
X2	0.03	- -				
X3	-0.03	- -	- -			
X4	- -	- -	- -	- -		
X5	- -	0.00	0.02	-0.03	- -	
X6	0.00	-0.01	-0.02	0.00	0.02	- -
X7	-0.01	-0.01	0.01	- -	- -	0.00
X8	0.00	- -	0.02	0.01	- -	0.00

Completely Standardized Expected Change for THETA-DELTA

	X7	X8
X7	- -	- -
X8	- -	- -

Maximum Modification Index is 7.68 for Element (12, 1) of LAMBDA-Y

TI

Factor Scores Regressions

ETA

	Y1	Y2	Y3	Y4	Y5	Y6
CHARAC	0.27	0.32	0.38	0.29	0.49	-0.12
ATTITUDE	0.05	0.12	0.10	-0.18	0.08	0.43
COMMIT	-0.02	-0.02	0.07	-0.01	0.12	-0.11
COMPET	0.00	0.11	0.05	-0.03	0.11	-0.06

ETA

	Y7	Y8	Y9	Y10	Y11	Y12
CHARAC	0.27	0.24	0.05	0.13	0.06	0.00
ATTITUDE	0.91	0.82	0.14	0.20	0.05	-0.07
COMMIT	0.29	0.21	0.56	0.66	0.49	-0.02
COMPET	0.16	0.03	0.02	0.11	0.00	0.25

ETA

	Y13	Y14	Y15	Y16	Y17	X1
CHARAC	0.15	-0.04	0.07	0.23	0.15	0.01
ATTITUDE	0.06	0.09	0.02	0.15	-0.04	-0.03
COMMIT	0.13	-0.06	-0.05	0.24	0.04	0.07
COMPET	0.56	0.19	0.22	0.57	0.63	-0.01

ETA

	X2	X3	X4	X5	X6	X7
CHARAC	-0.05	0.03	-0.01	0.01	0.13	0.03
ATTITUDE	-0.14	0.03	0.10	0.11	0.00	-0.07
COMMIT	-0.01	0.14	-0.03	0.12	0.06	0.08
COMPET	0.00	0.00	0.04	-0.04	0.18	0.06

ETA

	X8
CHARAC	-0.08
ATTITUDE	-0.04
COMMIT	0.01
COMPET	-0.07

KSI

	Y1	Y2	Y3	Y4	Y5	Y6
PERSON	-0.10	0.02	0.04	0.05	0.08	-0.10
CLIMATE	-0.06	0.05	0.06	-0.03	0.02	-0.05

KSI

	Y7	Y8	Y9	Y10	Y11	Y12
PERSON	0.06	0.08	0.11	0.20	0.03	-0.01
CLIMATE	0.08	0.01	0.02	0.13	-0.01	0.02

KSI

	Y13	Y14	Y15	Y16	Y17	X1
PERSON	0.19	-0.06	-0.02	0.05	0.08	0.58
CLIMATE	0.00	-0.07	-0.05	0.06	0.15	0.20

KSI

	X2	X3	X4	X5	X6	X7
PERSON	0.51	0.62	0.16	0.28	0.19	0.18
CLIMATE	-0.04	0.06	0.40	0.67	0.42	0.53

KSI

	X8
PERSON	0.13
CLIMATE	0.40

TI

Standardized Solution

LAMBDA-Y

	CHARAC	ATTITUDE	COMMIT	COMPET
Y1	0.28	-	-	-
Y2	0.30	-	-	-
Y3	0.31	-	-	-
Y4	0.30	-	-	-
Y5	0.31	-	-	-
Y6	-	0.31	-	-
Y7	-	0.34	-	-
Y8	-	0.34	-	-
Y9	-	-	0.31	-
Y10	-	-	0.33	-
Y11	-	-	0.32	-
Y12	-	-	-	0.28
Y13	-	-	-	0.32
Y14	-	-	-	0.31
Y15	-	-	-	0.28
Y16	-	-	-	0.32
Y17	-	-	-	0.31

LAMBDA-X

	PERSON	CLIMATE
	-----	-----
X1	0.30	- -
X2	0.31	- -
X3	0.31	- -
X4	- -	0.32
X5	- -	0.33
X6	- -	0.32
X7	- -	0.31
X8	- -	0.32

BETA

	CHARAC	ATTITUDE	COMMIT	COMPET
	-----	-----	-----	-----
CHARAC	- -	- -	- -	- -
ATTITUDE	0.57	- -	- -	- -
COMMIT	0.23	0.26	- -	- -
COMPET	0.28	0.11	0.25	- -

GAMMA

	PERSON	CLIMATE
	-----	-----
CHARAC	0.51	0.28
ATTITUDE	0.17	0.17
COMMIT	0.35	0.14
COMPET	0.19	0.14

Correlation Matrix of ETA and KSI

	CHARAC	ATTITUDE	COMMIT	COMPET	PERSON	CLIMATE
	-----	-----	-----	-----	-----	-----
CHARAC	1.00					
ATTITUDE	0.82	1.00				
COMMIT	0.81	0.81	1.00			
COMPET	0.82	0.80	0.85	1.00		
PERSON	0.75	0.75	0.84	0.82	1.00	
CLIMATE	0.72	0.73	0.79	0.79	0.85	1.00

PSI

Note: This matrix is diagonal.

	CHARAC	ATTITUDE	COMMIT	COMPET
	-----	-----	-----	-----
	0.41	0.28	0.20	0.19

Regression Matrix ETA on KSI (Standardized)

	PERSON	CLIMATE
	-----	-----
CHARAC	0.51	0.28
ATTITUDE	0.46	0.33
COMMIT	0.59	0.29
COMPET	0.54	0.34

TI

Completely Standardized Solution

LAMBDA-Y

	CHARAC	ATTITUDE	COMMIT	COMPET
	-----	-----	-----	-----
Y1	0.66	- -	- -	- -
Y2	0.71	- -	- -	- -
Y3	0.74	- -	- -	- -
Y4	0.72	- -	- -	- -

Y5	0.74	- -	- -	- -
Y6	- -	0.77	- -	- -
Y7	- -	0.84	- -	- -
Y8	- -	0.83	- -	- -
Y9	- -	- -	0.76	- -
Y10	- -	- -	0.82	- -
Y11	- -	- -	0.77	- -
Y12	- -	- -	- -	0.67
Y13	- -	- -	- -	0.80
Y14	- -	- -	- -	0.75
Y15	- -	- -	- -	0.71
Y16	- -	- -	- -	0.80
Y17	- -	- -	- -	0.77

LAMBDA-X

	PERSON	CLIMATE
X1	0.74	- -
X2	0.76	- -
X3	0.78	- -
X4	- -	0.78
X5	- -	0.82
X6	- -	0.77
X7	- -	0.79
X8	- -	0.77

BETA

	CHARAC	ATTITUDE	COMMIT	COMPET
CHARAC	- -	- -	- -	- -
ATTITUDE	0.57	- -	- -	- -
COMMIT	0.23	0.26	- -	- -
COMPET	0.28	0.11	0.25	- -

GAMMA

	PERSON	CLIMATE
CHARAC	0.51	0.28
ATTITUDE	0.17	0.17
COMMIT	0.35	0.14
COMPET	0.19	0.14

Correlation Matrix of ETA and KSI

	CHARAC	ATTITUDE	COMMIT	COMPET	PERSON	CLIMATE
CHARAC	1.00					
ATTITUDE	0.82	1.00				
COMMIT	0.81	0.81	1.00			
COMPET	0.82	0.80	0.85	1.00		
PERSON	0.75	0.75	0.84	0.82	1.00	
CLIMATE	0.72	0.73	0.79	0.79	0.85	1.00

PSI

Note: This matrix is diagonal.

	CHARAC	ATTITUDE	COMMIT	COMPET
	0.41	0.28	0.20	0.19

THETA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	0.56					
Y2	0.16	0.50				
Y3	0.07	0.09	0.46			
Y4	- -	- -	0.08	0.48		

Y5	--	--	--	0.11	0.45	
Y6	0.06	--	--	0.10	0.09	0.41
Y7	-0.03	--	--	0.04	--	--
Y8	--	-0.03	--	0.05	--	--
Y9	0.11	--	--	0.05	--	0.07
Y10	--	0.06	--	--	--	--
Y11	--	0.05	0.03	--	--	0.04
Y12	0.10	--	--	0.06	--	0.10
Y13	--	--	--	--	--	--
Y14	--	--	0.05	0.03	--	--
Y15	--	-0.05	--	0.05	--	0.06
Y16	--	-0.04	--	--	--	--
Y17	--	--	--	--	--	--

THETA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	0.29					
Y8	-0.04	0.31				
Y9	-0.06	--	0.42			
Y10	--	-0.04	--	0.32		
Y11	-0.03	--	--	0.04	0.40	
Y12	--	--	0.13	--	--	0.55
Y13	--	--	--	0.03	-0.02	0.03
Y14	-0.05	0.04	--	--	0.12	--
Y15	--	--	0.10	--	--	0.10
Y16	--	--	--	--	-0.06	-0.03
Y17	--	0.06	--	--	0.08	-0.06

THETA-EPS

	Y13	Y14	Y15	Y16	Y17
Y13	0.37				
Y14	--	0.43			
Y15	--	0.05	0.50		
Y16	--	--	0.06	0.35	
Y17	-0.10	0.05	-0.07	-0.06	0.41

THETA-DELTA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
X1	0.10	--	--	0.04	--	0.12
X2	0.04	0.06	--	--	--	--
X3	--	--	0.07	--	--	--
X4	--	--	0.04	0.08	--	0.03
X5	--	--	--	--	0.04	--
X6	--	0.02	-0.03	--	--	0.06
X7	--	-0.02	--	--	--	--
X8	0.08	--	--	--	--	--

THETA-DELTA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
X1	--	--	0.09	--	--	0.13
X2	0.07	--	--	0.05	--	--
X3	--	0.04	--	-0.04	0.07	0.03
X4	--	--	0.08	--	--	0.11
X5	-0.02	--	--	--	--	--
X6	--	--	--	--	0.08	--
X7	0.05	0.03	--	--	--	-0.04
X8	--	0.05	--	--	--	--

THETA-DELTA-EPS

	Y13	Y14	Y15	Y16	Y17
X1	- -	- -	0.09	0.03	- -
X2	- -	- -	- -	0.06	- -
X3	-0.04	0.08	- -	- -	0.09
X4	- -	- -	- -	- -	- -
X5	0.09	0.04	- -	- -	- -
X6	- -	0.09	- -	-0.03	-0.05
X7	- -	- -	0.12	- -	- -
X8	- -	- -	- -	0.12	- -

THETA-DELTA

	X1	X2	X3	X4	X5	X6
X1	0.45					
X2	- -	0.42				
X3	- -	0.03	0.39			
X4	0.04	0.11	0.08	0.40		
X5	-0.05	- -	- -	- -	0.33	
X6	- -	- -	- -	- -	- -	0.40
X7	- -	- -	- -	-0.04	-0.06	- -
X8	- -	0.03	- -	- -	-0.06	- -

THETA-DELTA

	X7	X8
X7	0.37	
X8	0.05	0.40

Regression Matrix ETA on KSI (Standardized)

	PERSON	CLIMATE
CHARAC	0.51	0.28
ATTITUDE	0.46	0.33
COMMIT	0.59	0.29
COMPET	0.54	0.34

TI

Total and Indirect Effects

Total Effects of KSI on ETA

	PERSON	CLIMATE
CHARAC	0.51 (0.09) 6.00	0.28 (0.08) 3.50
ATTITUDE	0.46 (0.08) 6.11	0.33 (0.07) 4.53
COMMIT	0.59 (0.08) 7.43	0.29 (0.07) 3.93
COMPET	0.54 (0.07) 7.46	0.34 (0.07) 4.99

Indirect Effects of KSI on ETA

	PERSON -----	CLIMATE -----
CHARAC	- -	- -
ATTITUDE	0.29 (0.05) 5.30	0.16 (0.05) 3.34
COMMIT	0.24 (0.04) 6.09	0.15 (0.04) 4.02
COMPET	0.34 (0.05) 6.54	0.19 (0.04) 4.33

Total Effects of ETA on ETA

	CHARAC -----	ATTITUDE -----	COMMIT -----	COMPET -----
CHARAC	- -	- -	- -	- -
ATTITUDE	0.57 (0.06) 9.61	- -	- -	- -
COMMIT	0.38 (0.05) 7.28	0.26 (0.06) 4.22	- -	- -
COMPET	0.44 (0.05) 8.82	0.18 (0.05) 3.46	0.25 (0.07) 3.56	- -

Largest Eigenvalue of B*B' (Stability Index) is 0.492

Indirect Effects of ETA on ETA

	CHARAC -----	ATTITUDE -----	COMMIT -----	COMPET -----
CHARAC	- -	- -	- -	- -
ATTITUDE	- -	- -	- -	- -
COMMIT	0.15 (0.04) 3.89	- -	- -	- -
COMPET	0.16 (0.03) 4.73	0.07 (0.03) 2.59	- -	- -

Total Effects of ETA on Y

	CHARAC -----	ATTITUDE -----	COMMIT -----	COMPET -----
Y1	0.28	- -	- -	- -
Y2	0.30 (0.01) 21.25	- -	- -	- -
Y3	0.31 (0.02) 19.84	- -	- -	- -

Y4	0.30 (0.02) 17.50	- -	- -	- -
Y5	0.31 (0.02) 18.13	- -	- -	- -
Y6	0.17 (0.02) 9.61	0.31	- -	- -
Y7	0.20 (0.02) 9.74	0.34 (0.01) 23.78	- -	- -
Y8	0.19 (0.02) 9.76	0.34 (0.01) 23.26	- -	- -
Y9	0.12 (0.02) 7.28	0.08 (0.02) 4.22	0.31	- -
Y10	0.13 (0.02) 7.23	0.09 (0.02) 4.24	0.33 (0.01) 23.91	- -
Y11	0.12 (0.02) 7.18	0.08 (0.02) 4.22	0.32 (0.01) 22.27	- -
Y12	0.12 (0.01) 8.82	0.05 (0.01) 3.46	0.07 (0.02) 3.56	0.28
Y13	0.14 (0.02) 8.91	0.06 (0.02) 3.47	0.08 (0.02) 3.56	0.32 (0.02) 20.99
Y14	0.14 (0.02) 8.83	0.06 (0.02) 3.46	0.08 (0.02) 3.57	0.31 (0.02) 19.24
Y15	0.13 (0.01) 8.74	0.05 (0.01) 3.46	0.07 (0.02) 3.56	0.28 (0.01) 20.13
Y16	0.14 (0.02) 8.96	0.06 (0.02) 3.47	0.08 (0.02) 3.58	0.32 (0.02) 20.07
Y17	0.14 (0.02) 8.85	0.06 (0.02) 3.46	0.08 (0.02) 3.57	0.31 (0.02) 18.19

Indirect Effects of ETA on Y

	CHARAC	ATTITUDE	COMMIT	COMPET
	-----	-----	-----	-----
Y1	- -	- -	- -	- -
Y2	- -	- -	- -	- -
Y3	- -	- -	- -	- -
Y4	- -	- -	- -	- -
Y5	- -	- -	- -	- -

Y6	0.17 (0.02) 9.61	- -	- -	- -
Y7	0.20 (0.02) 9.74	- -	- -	- -
Y8	0.19 (0.02) 9.76	- -	- -	- -
Y9	0.12 (0.02) 7.28	0.08 (0.02) 4.22	- -	- -
Y10	0.13 (0.02) 7.23	0.09 (0.02) 4.24	- -	- -
Y11	0.12 (0.02) 7.18	0.08 (0.02) 4.22	- -	- -
Y12	0.12 (0.01) 8.82	0.05 (0.01) 3.46	0.07 (0.02) 3.56	- -
Y13	0.14 (0.02) 8.91	0.06 (0.02) 3.47	0.08 (0.02) 3.56	- -
Y14	0.14 (0.02) 8.83	0.06 (0.02) 3.46	0.08 (0.02) 3.57	- -
Y15	0.13 (0.01) 8.74	0.05 (0.01) 3.46	0.07 (0.02) 3.56	- -
Y16	0.14 (0.02) 8.96	0.06 (0.02) 3.47	0.08 (0.02) 3.58	- -
Y17	0.14 (0.02) 8.85	0.06 (0.02) 3.46	0.08 (0.02) 3.57	- -

Total Effects of KSI on Y

	PERSON	CLIMATE
	-----	-----
Y1	0.14 (0.02) 6.00	0.08 (0.02) 3.50
Y2	0.15 (0.03) 6.08	0.08 (0.02) 3.50
Y3	0.16 (0.03) 6.11	0.09 (0.02) 3.50
Y4	0.16 (0.03) 6.10	0.09 (0.02) 3.50

Y5	0.16 (0.03) 6.12	0.09 (0.02) 3.50
Y6	0.14 (0.02) 6.11	0.10 (0.02) 4.53
Y7	0.16 (0.03) 6.19	0.11 (0.03) 4.54
Y8	0.16 (0.03) 6.21	0.11 (0.02) 4.52
Y9	0.18 (0.02) 7.43	0.09 (0.02) 3.93
Y10	0.20 (0.03) 7.50	0.10 (0.02) 3.95
Y11	0.19 (0.02) 7.47	0.09 (0.02) 3.93
Y12	0.15 (0.02) 7.46	0.09 (0.02) 4.99
Y13	0.17 (0.02) 7.77	0.11 (0.02) 4.99
Y14	0.17 (0.02) 7.66	0.10 (0.02) 5.00
Y15	0.15 (0.02) 7.56	0.10 (0.02) 4.99
Y16	0.17 (0.02) 7.71	0.11 (0.02) 5.03
Y17	0.17 (0.02) 7.63	0.10 (0.02) 5.02

TI

Standardized Total and Indirect Effects

Standardized Total Effects of KSI on ETA

	PERSON	CLIMATE
	-----	-----
CHARAC	0.51	0.28
ATTITUDE	0.46	0.33
COMMIT	0.59	0.29
COMPET	0.54	0.34

Standardized Indirect Effects of KSI on ETA

	PERSON -----	CLIMATE -----
CHARAC	- -	- -
ATTITUDE	0.29	0.16
COMMIT	0.24	0.15
COMPET	0.34	0.19

Standardized Total Effects of ETA on ETA

	CHARAC -----	ATTITUDE -----	COMMIT -----	COMPET -----
CHARAC	- -	- -	- -	- -
ATTITUDE	0.57	- -	- -	- -
COMMIT	0.38	0.26	- -	- -
COMPET	0.44	0.18	0.25	- -

Standardized Indirect Effects of ETA on ETA

	CHARAC -----	ATTITUDE -----	COMMIT -----	COMPET -----
CHARAC	- -	- -	- -	- -
ATTITUDE	- -	- -	- -	- -
COMMIT	0.15	- -	- -	- -
COMPET	0.16	0.07	- -	- -

Standardized Total Effects of ETA on Y

	CHARAC -----	ATTITUDE -----	COMMIT -----	COMPET -----
Y1	0.28	- -	- -	- -
Y2	0.30	- -	- -	- -
Y3	0.31	- -	- -	- -
Y4	0.30	- -	- -	- -
Y5	0.31	- -	- -	- -
Y6	0.17	0.31	- -	- -
Y7	0.20	0.34	- -	- -
Y8	0.19	0.34	- -	- -
Y9	0.12	0.08	0.31	- -
Y10	0.13	0.09	0.33	- -
Y11	0.12	0.08	0.32	- -
Y12	0.12	0.05	0.07	0.28
Y13	0.14	0.06	0.08	0.32
Y14	0.14	0.06	0.08	0.31
Y15	0.13	0.05	0.07	0.28
Y16	0.14	0.06	0.08	0.32
Y17	0.14	0.06	0.08	0.31

Completely Standardized Total Effects of ETA on Y

	CHARAC -----	ATTITUDE -----	COMMIT -----	COMPET -----
Y1	0.66	- -	- -	- -
Y2	0.71	- -	- -	- -
Y3	0.74	- -	- -	- -
Y4	0.72	- -	- -	- -
Y5	0.74	- -	- -	- -
Y6	0.44	0.77	- -	- -
Y7	0.48	0.84	- -	- -
Y8	0.47	0.83	- -	- -
Y9	0.29	0.20	0.76	- -
Y10	0.31	0.22	0.82	- -
Y11	0.30	0.20	0.77	- -
Y12	0.30	0.12	0.17	0.67
Y13	0.35	0.14	0.20	0.80
Y14	0.33	0.13	0.19	0.75
Y15	0.31	0.13	0.18	0.71
Y16	0.35	0.14	0.20	0.80
Y17	0.34	0.14	0.19	0.77

Standardized Indirect Effects of ETA on Y

	CHARAC	ATTITUDE	COMMIT	COMPET
	-----	-----	-----	-----
Y1	--	--	--	--
Y2	--	--	--	--
Y3	--	--	--	--
Y4	--	--	--	--
Y5	--	--	--	--
Y6	0.17	--	--	--
Y7	0.20	--	--	--
Y8	0.19	--	--	--
Y9	0.12	0.08	--	--
Y10	0.13	0.09	--	--
Y11	0.12	0.08	--	--
Y12	0.12	0.05	0.07	--
Y13	0.14	0.06	0.08	--
Y14	0.14	0.06	0.08	--
Y15	0.13	0.05	0.07	--
Y16	0.14	0.06	0.08	--
Y17	0.14	0.06	0.08	--

Completely Standardized Indirect Effects of ETA on Y

	CHARAC	ATTITUDE	COMMIT	COMPET
	-----	-----	-----	-----
Y1	--	--	--	--
Y2	--	--	--	--
Y3	--	--	--	--
Y4	--	--	--	--
Y5	--	--	--	--
Y6	0.44	--	--	--
Y7	0.48	--	--	--
Y8	0.47	--	--	--
Y9	0.29	0.20	--	--
Y10	0.31	0.22	--	--
Y11	0.30	0.20	--	--
Y12	0.30	0.12	0.17	--
Y13	0.35	0.14	0.20	--
Y14	0.33	0.13	0.19	--
Y15	0.31	0.13	0.18	--
Y16	0.35	0.14	0.20	--
Y17	0.34	0.14	0.19	--

Standardized Total Effects of KSI on Y

	PERSON	CLIMATE
	-----	-----
Y1	0.14	0.08
Y2	0.15	0.08
Y3	0.16	0.09
Y4	0.16	0.09
Y5	0.16	0.09
Y6	0.14	0.10
Y7	0.16	0.11
Y8	0.16	0.11
Y9	0.18	0.09
Y10	0.20	0.10
Y11	0.19	0.09
Y12	0.15	0.09
Y13	0.17	0.11
Y14	0.17	0.10
Y15	0.15	0.10
Y16	0.17	0.11
Y17	0.17	0.10

Completely Standardized Total Effects of KSI on Y

	PERSON	CLIMATE
	-----	-----
Y1	0.34	0.19
Y2	0.36	0.20
Y3	0.38	0.21
Y4	0.37	0.20
Y5	0.38	0.21
Y6	0.36	0.25
Y7	0.39	0.28
Y8	0.39	0.28
Y9	0.45	0.22
Y10	0.48	0.24
Y11	0.45	0.23
Y12	0.36	0.23
Y13	0.43	0.27
Y14	0.40	0.25
Y15	0.38	0.24
Y16	0.43	0.27
Y17	0.41	0.26

Time used: 0.266 Seconds

บัณฑิตวิทยาลัย มหาวิทยาลัยราชภัฏสุราษฎร์ธานี