

ภาคผนวก จ
ผลการวิเคราะห์ข้อมูล

RELIABILITY

```
/VARIABLES=AA1 AA2 AA3 AA4 AA5 AB6 AB7 AB8 AB9 AB10 AC11 AC12 AC13 AC14 AC15  
AD16 AD17 AD18 AD19 BA20 BA21 BA22 BA23 BB24 BB25 BB26 BB27 BC28 BC29 BC30  
BD31 BD32 BD33 BD34 BD35 CA36 CA37 CA38 CA39 CB40 CB41 CB42 CB43 CC44 CC45 CC46  
DA47 DA48 DA49 DB50
```

```
DB51 DB52 DC53 DC54 DC55 EA1 EA2 EA3 EA4 EA5 EB6 EB7 EB8 EB9 EC10 EC11 EC12 EC13  
EC14 ED15 ED16 ED17 ED18 ED19 ED20
```

```
/SCALE('ALL VARIABLES') ALL
```

```
/MODEL=ALPHA
```

```
/SUMMARY=TOTAL.
```

Reliability

บัณฑิตวิทยาลัย
มหาวิทยาลัยราชภัฏสุพรรณ

Notes

Output Created		10-Jan-2018 21:45:48
Comments		
Input	Data	D:\TRYOUT\TRYOUT SCHCOMP.sav
	Active Dataset	DataSet4
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	108
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.

Syntax	<pre> RELIABILITY /VARIABLES=AA1 AA2 AA3 AA4 AA5 AB6 AB7 AB8 AB9 AB10 AC11 AC12 AC13 AC14 AC15 AD16 AD017 AD18 AD19 BA20 BA21 BA22 BA23 BB24 BB25 BB26 BB27 BC28 BC29 BC30 BD31 BD32 BD33 BD34 BD35 CA36 CA37 CA38 CA39 CB40 CB41 CB42 CB43 CC44 CC45 CC46 DA47 DA48 DA49 DB50 DB51 DB52 DC53 DC54 DC55 EA1 EA2 EA3 EA4 EA5 EB6 EB7 EB8 EB9 EC10 EC11 EC12 EC13 EC14 ED15 ED16 ED17 ED18 ED19 ED20 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL. </pre>
Resources	<pre> Processor Time 00 00:00:00.000 Elapsed Time 00 00:00:00.000 </pre>

[DataSet4] D:\TRYOUT\TRYOUT SCHCOMP.sav

Scale: ALL VARIABLES**Case Processing Summary**

		N	%
Cases	Valid	100	92.6
	Excluded ^a	8	7.4
	Total	108	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.965	75

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
AA1	301.8700	706.175	.540	.964
AA2	302.0200	704.161	.476	.964
AA3	302.0000	698.384	.621	.964
AA4	301.9900	703.747	.531	.964
AA5	301.8700	702.336	.542	.964
AB6	301.9700	699.928	.604	.964
AB7	301.9600	698.948	.640	.964
AB8	301.9900	704.374	.540	.964
AB9	302.0200	697.596	.664	.964
AB10	302.0700	701.803	.527	.964
AC11	302.0400	701.049	.638	.964
AC12	302.0300	704.353	.519	.964
AC13	302.0200	704.868	.526	.964
AC14	302.0800	703.913	.508	.964
AC15	302.1000	699.768	.622	.964
AD16	302.0400	707.594	.453	.964
AD017	302.1100	702.261	.558	.964
AD18	302.0200	707.434	.489	.964
AD19	301.8900	708.826	.332	.965
BA20	302.1300	701.852	.597	.964
BA21	302.1900	699.913	.611	.964

BA22	302.0800	701.691	.597	.964
BA23	302.0500	700.715	.608	.964
BB24	302.1300	705.508	.489	.964
BB25	302.1300	704.054	.532	.964
BB26	301.9400	703.875	.561	.964
BB27	301.9800	702.707	.532	.964
BC28	302.0000	704.222	.549	.964
BC29	301.9400	702.905	.576	.964
BC30	302.0100	705.970	.453	.964
BD31	302.1100	703.594	.533	.964
BD32	302.1200	703.157	.527	.964
BD33	302.1100	704.079	.507	.964
BD34	301.8700	711.286	.383	.964
BD35	301.9900	705.707	.528	.964
CA36	302.0500	705.664	.518	.964
CA37	302.2200	704.880	.460	.964
CA38	302.2000	701.596	.473	.964
CA39	302.2000	702.929	.491	.964
CB40	302.2400	703.477	.462	.964
CB41	302.1800	707.058	.358	.965
CB42	302.1900	708.762	.345	.965
CB43	302.2300	704.482	.449	.964
CC44	302.1700	705.961	.387	.964
CC45	301.9800	700.505	.557	.964

CC46	302.1200	703.804	.520	.964
DA47	302.1400	705.899	.450	.964
DA48	302.1500	705.583	.396	.964
DA49	302.0400	703.817	.540	.964
DB50	302.1500	704.008	.562	.964
DB51	302.0900	706.386	.466	.964
DB52	302.1000	706.818	.417	.964
DC53	302.1600	707.065	.461	.964
DC54	302.0300	705.625	.522	.964
DC55	302.1400	704.728	.532	.964
EA1	302.1700	708.526	.412	.964
EA2	302.2300	702.684	.608	.964
EA3	302.1500	698.492	.649	.964
EA4	302.0500	702.674	.565	.964
EA5	301.9700	708.393	.434	.964
EB6	302.1700	699.516	.584	.964
EB7	302.1600	701.287	.504	.964
EB8	302.0100	701.263	.425	.964
EB9	301.9700	708.393	.434	.964
EC10	302.0800	704.680	.378	.965
EC11	302.2300	704.381	.513	.964
EC12	302.2400	700.689	.552	.964
EC13	302.1200	703.763	.522	.964
EC14	302.0400	703.352	.584	.964

ED15	302.1000	704.535	.513	.964
ED16	301.7800	706.800	.526	.964
ED17	301.9500	705.866	.491	.964
ED18	302.2700	705.957	.512	.964
ED19	301.9100	705.093	.466	.964
ED20	301.8500	709.280	.394	.964

GET

FILE='D:\TRYOUT\TRYOUT111.sav'.

DATASET NAME DataSet2 WINDOW=FRONT.

SAVE OUTFILE='D:\TRYOUT\IOC.sav'

/COMPRESSED.

SAVE OUTFILE='D:\TRYOUT\IOC.sav'

/COMPRESSED.

DESCRIPTIVES VARIABLES=AA1 AA2 AA3 AA4 AA5 AB6 AB7 AB8 AB9 AB10 AC11 AC12 AC13
AC14 AC15 AD16 AD017 AD18 AD19 BA20 BA21 BA22 BA23 BB24 BB25 BB26 BB27 BC28
BC29 BC30 BD31 BD32 BD33 BD34 BD35 CA36 CA37 CA38 CA39 CB40 CB41 CB42 CB43 CC44
CC45 CC46 DA47 DA48

DA49 DB50 DB51 DB52 DC53 DC54 DC55 EA1 EA2 EA3 EA4 EA5 EB6 EB7 EB8 EB9 EC10 EC11
EC12 EC13 EC14 ED15 ED16 ED17 ED18 ED19 ED20

/STATISTICS=MEAN STDDEV.

Descriptives

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Notes

Output Created		11-Jan-2018 07:39:36
Comments		
Input	Data	D:\TRYOUT\IOC.sav
	Active Dataset	DataSet2
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	12
Missing Value Handling	Definition of Missing	User defined missing values are treated as missing.
	Cases Used	All non-missing data are used.
Syntax		<p>DESCRIPTIVES VARIABLES=AA1 AA2 AA3 AA4 AA5 AB6 AB7 AB8 AB9 AB10 AC11 AC12 AC13 AC14 AC15 AD16 AD017 AD18 AD19 BA20 BA21 BA22 BA23 BB24 BB25 BB26 BB27 BC28 BC29 BC30 BD31 BD32 BD33 BD34 BD35 CA36 CA37 CA38 CA39 CB40 CB41 CB42 CB43 CC44 CC45 CC46 DA47 DA48</p> <p>DA49 DB50 DB51 DB52 DC53 DC54 DC55 EA1 EA2 EA3 EA4 EA5 EB6 EB7 EB8 EB9 EC10 EC11 EC12 EC13 EC14 ED15 ED16 ED17 ED18 ED19 ED20</p> <p>/STATISTICS=MEAN STDDEV.</p>

Resources	Processor Time	00 00:00:00.015
	Elapsed Time	00 00:00:00.017

[DataSet2] D:\TRYOUT\IOC.sav

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Descriptive Statistics

	N	Mean	Std. Deviation
AA1	5	1.0000	.00000
AA2	5	1.0000	.00000
AA3	5	1.0000	.00000
AA4	5	1.0000	.00000
AA5	5	.8000	.44721
AB6	5	.6000	.54772
AB7	5	.8000	.44721
AB8	5	1.0000	.00000
AB9	5	1.0000	.00000
AB10	5	1.0000	.00000
AC11	5	.8000	.44721
AC12	5	1.0000	.00000
AC13	5	1.0000	.00000
AC14	5	1.0000	.00000
AC15	5	1.0000	.00000
AD16	5	.8000	.44721
AD017	5	1.0000	.00000
AD18	5	1.0000	.00000
AD19	5	.8000	.44721
BA20	5	1.0000	.00000
BA21	5	1.0000	.00000
BA22	5	1.0000	.00000

BA23	5	1.0000	.00000
BB24	5	1.0000	.00000
BB25	5	.8000	.44721
BB26	5	1.0000	.00000
BB27	5	1.0000	.00000
BC28	5	1.0000	.00000
BC29	5	1.0000	.00000
BC30	5	1.0000	.00000
BD31	5	1.0000	.00000
BD32	5	1.0000	.00000
BD33	5	1.0000	.00000
BD34	5	1.0000	.00000
BD35	5	1.0000	.00000
CA36	5	1.0000	.00000
CA37	5	1.0000	.00000
CA38	5	1.0000	.00000
CA39	5	1.0000	.00000
CB40	5	1.0000	.00000
CB41	5	1.0000	.00000
CB42	5	1.0000	.00000
CB43	5	1.0000	.00000
CC44	5	1.0000	.00000
CC45	5	1.0000	.00000
CC46	5	1.0000	.00000

DA47	5	1.0000	.00000
DA48	5	1.0000	.00000
DA49	5	1.0000	.00000
DB50	5	1.0000	.00000
DB51	5	1.0000	.00000
DB52	5	1.0000	.00000
DC53	5	1.0000	.00000
DC54	5	1.0000	.00000
DC55	5	1.0000	.00000
EA1	5	1.0000	.00000
EA2	5	1.0000	.00000
EA3	5	1.0000	.00000
EA4	5	1.0000	.00000
EA5	5	1.0000	.00000
EB6	5	1.0000	.00000
EB7	5	1.0000	.00000
EB8	5	1.0000	.00000
EB9	5	1.0000	.00000
EC10	5	1.0000	.00000
EC11	5	1.0000	.00000
EC12	5	1.0000	.00000
EC13	5	1.0000	.00000
EC14	5	1.0000	.00000
ED15	5	1.0000	.00000

ED16	5	1.0000	.00000
ED17	5	1.0000	.00000
ED18	5	1.0000	.00000
ED19	5	1.0000	.00000
ED20	5	1.0000	.00000
Valid N (listwise)	5		

GET

FILE='D:\SCHCOM1\SCHCOMP1.sav'.

DATASET NAME DataSet3 WINDOW=FRONT.

DATASET ACTIVATE DataSet1.

DATASET CLOSE DataSet3.

DATASET ACTIVATE DataSet2.

DATASET CLOSE DataSet1.

+

DATE: 1/11/2018

TIME: 10:17

L I S R E L 8.52

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file D:\SCHCOM1\SCHCOM1.LPJ:

```

TI FAC SCHCOM1
!DA NI=18 NO=532 NG=1 MA=CM
SY='D:\SCHCOM1\SCHCOMP1.dsf' NG=1
SE
5 6 7 8 9 10 11 12 13 14 15 16 17 18 1 2 3 4 /
MO NX=4 NY=14 NK=1 NE=4 LY=FU,FI LX=FU,FI BE=FU,FI GA=FU,FI
PH=SY,FR PS=DI,FR TE=SY TD=SY
LE
SCHCUL ORGCLIM ORGCOM SCHCOM
LK
TRLEAD
FR LY(1,1) LY(2,1) LY(3,1) LY(4,1) LY(5,2) LY(6,2) LY(7,2) LY(8,3)
LY(9,3)
FR LY(10,3) LY(11,4) LY(12,4) LY(13,4) LY(14,4) LX(1,1) LX(2,1)
LX(3,1) LX(4,1)
FR BE(2,1) BE(3,1) BE(3,2) BE(4,1) BE(4,2) BE(4,3) GA(1,1) GA(2,1)
GA(3,1)
FR GA(4,1)
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 8 5 TE 11 10 TE 14 11 TE
14 2
FR TE 7 6 TE 13 12 TD 1 1 TD 2 2 TD 3 3 TD 4 4 TD 4 3 TD 2 1 TD 4 2
TE 10 9
FR TE 7 4 TH 3 6 TH 4 1 TE 12 3 TE 12 2 TE 3 1 TE 11 4 TE 9 1 TE 12
5 TE 10 7
FR TE 12 10 TE 12 11 TE 9 6 TE 12 8 TE 13 8 TH 3 10 TE 13 5 TE 14 8
TH 2 7
FR TE 14 5 TE 13 11
PD
OU ME=ML AM RS EF FS SS SC IT=250 AD=OFF

TI FAC SCHCOM1

```

Number of Input Variables 18
 Number of Y - Variables 14
 Number of X - Variables 4
 Number of ETA - Variables 4
 Number of KSI - Variables 1
 Number of Observations 532

TI FAC SCHCOM1

Covariance Matrix

	DECIS	QUALI	ADAPT	PARMNG	RELAT
ENVIR					
DECIS	0.42				
QUALI	0.22	0.41			
ADAPT	0.17	0.20	0.45		
PARMNG	0.17	0.15	0.14	0.51	
RELAT	0.17	0.16	0.14	0.13	0.42
ENVIR	0.16	0.19	0.16	0.11	0.15
0.44					
STRUC	0.17	0.19	0.15	0.15	0.15
0.22					
GOAL	0.17	0.19	0.14	0.12	0.25
0.14					
CITIZ	0.16	0.19	0.16	0.14	0.16
0.20					
ORGWIL	0.16	0.16	0.15	0.09	0.16
0.17					
PSNQUA	0.18	0.17	0.15	0.14	0.16
0.15					
WORK	0.17	0.14	0.10	0.11	0.18
0.13					
STRAG	0.17	0.16	0.14	0.12	0.17
0.13					
THECNO	0.18	0.15	0.14	0.12	0.18
0.16					
INSPI	0.18	0.18	0.14	0.09	0.12
0.16					
FIAT	0.19	0.20	0.14	0.12	0.14
0.16					
ACHIEV	0.12	0.14	0.13	0.05	0.10
0.17					
VISION	0.24	0.20	0.18	0.15	0.15
0.17					

Covariance Matrix

	STRUC	GOAL	CITIZ	ORGWIL	PSNQUA
WORK					

STRUC	0.42					
GOAL	0.14	0.48				
CITIZ	0.18	0.14	0.44			
ORGWIL	0.12	0.12	0.16	0.48		
PSNQUA	0.14	0.17	0.15	0.21	0.41	
WORK	0.11	0.19	0.14	0.11	0.14	
0.41						
STRAG	0.11	0.19	0.14	0.14	0.15	
0.20						
THECNO	0.14	0.20	0.17	0.14	0.14	
0.19						
INSPI	0.14	0.15	0.14	0.11	0.12	
0.15						
FIAT	0.17	0.15	0.14	0.13	0.14	
0.15						
ACHIEV	0.10	0.11	0.13	0.16	0.14	
0.11						
VISION	0.16	0.14	0.15	0.14	0.16	
0.16						

Covariance Matrix

VISION	STRAG	THECNO	INSPI	FIAT	ACHIEV
STRAG	0.45				
THECNO	0.19	0.42			
INSPI	0.15	0.15	0.39		
FIAT	0.15	0.16	0.24	0.41	
ACHIEV	0.12	0.11	0.17	0.18	0.48
VISION	0.14	0.17	0.21	0.19	0.10
0.41					

TI FAC SCHCOM1

Parameter Specifications

LAMBDA-Y

	SCHCUL	ORGCLIM	ORGCOM	SCHCOM
DECIS	0	0	0	0
QUALI	1	0	0	0
ADAPT	2	0	0	0
PARMNG	3	0	0	0
RELAT	0	0	0	0
ENVIR	0	4	0	0
STRUC	0	5	0	0

GOAL	0	0	0	0	
CITIZ	0	0	6	0	
ORGWIL	0	0	7	0	
PSNQUA	0	0	0	0	
WORK	0	0	0	8	
STRAG	0	0	0	9	
THECNO	0	0	0	10	
LAMBDA-X					
TRLEAD					

INSPI	11				
FIAT	12				
ACHIEV	13				
VISION	14				
BETA					
	SHCUL	ORGCLIM	ORGCOM	SCHCOM	
	-----	-----	-----	-----	
SHCUL	0	0	0	0	
ORGCLIM	15	0	0	0	
ORGCOM	16	17	0	0	
SCHCOM	18	19	20	0	
GAMMA					
TRLEAD					

SHCUL	21				
ORGCLIM	22				
ORGCOM	23				
SCHCOM	24				
PSI					
	SHCUL	ORGCLIM	ORGCOM	SCHCOM	
	-----	-----	-----	-----	
	25	26	27	28	
THETA-EPS					
	DECIS	QUALI	ADAPT	PARMNG	RELAT
ENVIR	-----	-----	-----	-----	-----

DECIS	29				
QUALI	0	30			

	ADAPT	31	0	32		
	PARMNG	0	0	0	33	
	RELAT	0	0	0	0	34
	ENVIR	0	0	0	0	0
35						
	STRUC	0	0	0	36	0
37						
	GOAL	0	0	0	0	39
0						
	CITIZ	41	0	0	0	0
42						
	ORGWIL	0	0	0	0	0
0						
	PSNQUA	0	0	0	47	0
0						
	WORK	0	50	51	0	52
0						
	STRAG	0	0	0	0	57
0						
	THECNO	0	62	0	0	63
0						

THETA-EPS

		STRUC	GOAL	CITIZ	ORGWIL	PSNQUA	
WORK		-----	-----	-----	-----	-----	-----
	STRUC	38					
	GOAL	0	40				
	CITIZ	0	0	43			
	ORGWIL	44	0	45	46		
	PSNQUA	0	0	0	48	49	
	WORK	0	53	0	54	55	
56							
	STRAG	0	58	0	0	59	
60							
	THECNO	0	64	0	0	65	
0							

THETA-EPS

		STRAG	THECNO
		-----	-----
	STRAG	61	
	THECNO	0	66

THETA-DELTA-EPS

	DECIS	QUALI	ADAPT	PARMNG	RELAT
ENVIR					

	-----	-----	-----	-----	-----	-----
0	INSPI	0	0	0	0	0
0	FIAT	0	0	0	0	0
71	ACHIEV	0	0	0	0	0
0	VISION	74	0	0	0	0

THETA-DELTA-EPS

	STRUC	GOAL	CITIZ	ORGWIL	PSNQUA
0	INSPI	0	0	0	0
0	FIAT	68	0	0	0
0	ACHIEV	0	0	72	0
0	VISION	0	0	0	0

THETA-DELTA-EPS

	STRAG	THECNO
INSPI	0	0
FIAT	0	0
ACHIEV	0	0
VISION	0	0

THETA-DELTA

	INSPI	FIAT	ACHIEV	VISION
INSPI	67			
FIAT	69	70		
ACHIEV	0	0	73	
VISION	0	75	76	77

TI FAC SCHCOM1

Number of Iterations = 36

LISREL Estimates (Maximum Likelihood)

LAMBDA-Y				
	SCHCUL	ORGCLIM	ORGCOM	SCHCOM
	-----	-----	-----	-----
DECIS	0.48	- -	- -	- -
QUALI	0.48 (0.03) 15.80	- -	- -	- -
ADAPT	0.41 (0.03) 12.41	- -	- -	- -
PARMNG	0.32 (0.03) 9.70	- -	- -	- -
RELAT	- -	0.38	- -	- -
ENVIR	- -	0.42 (0.04) 10.93	- -	- -
STRUC	- -	0.40 (0.04) 10.86	- -	- -
GOAL	- -	- -	0.35	- -
CITIZ	- -	- -	0.38 (0.04) 10.34	- -
ORGWIL	- -	- -	0.35 (0.04) 9.38	- -
PSNQUA	- -	- -	- -	0.45
WORK	- -	- -	- -	0.41 (0.04) 10.57
STRAG	- -	- -	- -	0.41 (0.04) 10.50
THECNO	- -	- -	- -	0.46

(0.04)
10.81

LAMBDA-X

	TRLEAD

INSPI	0.43 (0.03) 16.54
FIAT	0.47 (0.03) 16.77
ACHIEV	0.37 (0.03) 11.77
VISION	0.50 (0.03) 18.28

BETA

	SHCUL	ORGCLIM	ORGCOM	SCHCOM
	-----	-----	-----	-----
SHCUL	--	--	--	--
ORGCLIM	0.80 (0.14) 5.68	--	--	--
ORGCOM	0.35 (0.32) 1.09	0.95 (0.34) 2.81	--	--
SCHCOM	0.48 (0.29) 1.64	0.51 (0.26) 1.98	-0.21 (0.26) -0.80	--

GAMMA

	TRLEAD

SHCUL	0.84 (0.06)

	14.75
ORGCLIM	0.11 (0.13) 0.91
ORGCOM	-0.22 (0.13) -1.67
SCHCOM	0.10 (0.10) 0.98

Covariance Matrix of ETA and KSI

	SCHCUL	ORGCLIM	ORGCOM	SCHCOM	TRLEAD
SCHCUL	1.00				
ORGCLIM	0.90	1.00			
ORGCOM	1.03	1.10	1.00		
SCHCOM	0.81	0.79	0.92	1.00	
TRLEAD	0.84	0.79	0.83	0.73	1.00
PHI					
TRLEAD					1.00

PSI

Note: This matrix is diagonal.

SCHCUL	ORGCLIM	ORGCOM	SCHCOM
0.30 (0.05)	0.19 (0.07)	-0.22 (0.10)	0.33 (0.09)
5.45	2.51	-2.21	3.57

Squared Multiple Correlations for Structural Equations

SCHCUL	ORGCLIM	ORGCOM	SCHCOM
0.70	0.81	1.22	0.67

Squared Multiple Correlations for Reduced Form

SCHCUL	ORGCLIM	ORGCOM	SCHCOM
--------	---------	--------	--------

	-----	-----	-----	-----	
	0.70	0.62	0.68	0.54	
Reduced Form					
	TRLEAD				

SCHCUL	0.84				
	(0.06)				
	14.75				
ORGCLIM	0.79				
	(0.07)				
	11.30				
ORGCOM	0.83				
	(0.08)				
	10.63				
SCHCOM	0.73				
	(0.06)				
	12.30				
THETA-EPS					
ENVIR	DECIS	QUALI	ADAPT	PARMNG	RELAT
	-----	-----	-----	-----	-----
DECIS	0.20				
	(0.02)				
	12.57				
QUALI	- -	0.18			
		(0.01)			
		12.77			
ADAPT	-0.03	- -	0.29		
	(0.01)		(0.02)		
	-2.47		14.43		
PARMNG	- -	- -	- -	0.40	
				(0.03)	
				15.70	
RELAT	- -	- -	- -	- -	0.28
					(0.02)
					14.04

ENVIR	--	--	--	--	--
0.27					
(0.02)					
12.54					
STRUC	--	--	--	0.03	--
0.05					
(0.02)				(0.01)	
3.29				1.99	
GOAL	--	--	--	--	0.10
--					
					(0.02)
					6.24
CITIZ	-0.03	--	--	--	--
0.01					
(0.01)	(0.01)				
0.85	-2.56				
ORGWIL	--	--	--	--	--
--					
PSNQUA	--	--	--	0.03	--
--					
				(0.01)	
				1.96	
WORK	--	-0.02	-0.03	--	0.05
--					
		(0.01)	(0.01)		(0.01)
		-1.92	-2.53		3.58
STRAG	--	--	--	--	0.04
--					
					(0.01)
					2.72
THECNO	--	-0.03	--	--	0.04
--					
		(0.01)			(0.01)
		-3.14			2.58

THETA-EPS						
WORK	STRUC	GOAL	CITIZ	ORGWIL	PSNQUA	
-----	-----	-----	-----	-----	-----	-----
STRUC	0.26 (0.02) 12.84					
GOAL	- -	0.35 (0.02) 14.83				
CITIZ	- -	- -	0.29 (0.02) 13.37			
ORGWIL	-0.03 (0.01) -2.43	- -	0.03 (0.02) 1.62	0.36 (0.02) 14.87		
PSNQUA	- -	- -	- -	0.06 (0.02) 4.11	0.22 (0.02) 8.64	
WORK	- -	0.06 (0.02) 3.52	- -	-0.03 (0.01) -1.94	-0.05 (0.02) -2.76	
0.23 (0.02) 12.16						
STRAG	- -	0.06 (0.02) 3.43	- -	- -	-0.04 (0.02) -2.01	
0.03 (0.02) 1.99						
THECNO	- -	0.05 (0.02) 2.95	- -	- -	-0.07 (0.02) -4.25	
- -						

THETA-EPS

STRAG	THECNO
-----	-----

STRAG	0.28	
	(0.02)	
	12.92	
THECNO	- -	0.21
		(0.02)
		11.48

Squared Multiple Correlations for Y - Variables

ENVIR	DECIS	QUALI	ADAPT	PARMNG	RELAT
-----	-----	-----	-----	-----	-----
0.40	0.53	0.57	0.37	0.20	0.35

Squared Multiple Correlations for Y - Variables

WORK	STRUC	GOAL	CITIZ	ORGWIL	PSNQUA
-----	-----	-----	-----	-----	-----
0.42	0.38	0.26	0.34	0.25	0.48

Squared Multiple Correlations for Y - Variables

STRAG	THECNO
-----	-----
0.38	0.51

THETA-DELTA-EPS

ENVIR	DECIS	QUALI	ADAPT	PARMNG	RELAT
-----	-----	-----	-----	-----	-----
INSPI	- -	- -	- -	- -	- -
- -					
FIAT	- -	- -	- -	- -	- -
- -					
ACHIEV	- -	- -	- -	- -	- -
0.05					
(0.01)					

3.51

VISION	0.03	--	--	--	--
	(0.01)				
	3.07				

THETA-DELTA-EPS

WORK	STRUC	GOAL	CITIZ	ORGWIL	PSNQUA
INSPI	--	--	--	--	--
FIAT	0.03	--	--	--	--
	(0.01)				
	2.46				
ACHIEV	--	--	--	0.05	--
				(0.02)	
				3.25	
VISION	--	--	--	--	--

THETA-DELTA-EPS

	STRAG	THECNO
INSPI	--	--
FIAT	--	--
ACHIEV	--	--
VISION	--	--

THETA-DELTA

	INSPI	FIAT	ACHIEV	VISION
INSPI	0.20			

		(0.02)			
		13.08			
FIAT	0.04	0.18			
	(0.01)	(0.02)			
	2.76	9.86			
ACHIEV	- -	- -	0.34		
			(0.02)		
			14.57		
VISION	- -	-0.05	-0.07	0.16	
		(0.01)	(0.01)	(0.02)	
		-3.59	-5.39	9.51	

Squared Multiple Correlations for X - Variables

INSPI	FIAT	ACHIEV	VISION
0.47	0.55	0.28	0.60

Goodness of Fit Statistics

Degrees of Freedom = 94

Minimum Fit Function Chi-Square = 91.58 (P = 0.55)

Normal Theory Weighted Least Squares Chi-Square = 88.54 (P = 0.64)

Estimated Non-centrality Parameter (NCP) = 0.0

90 Percent Confidence Interval for NCP = (0.0 ; 20.13)

Minimum Fit Function Value = 0.17

Population Discrepancy Function Value (F0) = 0.0

90 Percent Confidence Interval for F0 = (0.0 ; 0.038)

Root Mean Square Error of Approximation (RMSEA) = 0.0

90 Percent Confidence Interval for RMSEA = (0.0 ; 0.020)

P-Value for Test of Close Fit (RMSEA < 0.05) = 1.00

Expected Cross-Validation Index (ECVI) = 0.47

90 Percent Confidence Interval for ECVI = (0.47 ; 0.50)

ECVI for Saturated Model = 0.64

ECVI for Independence Model = 20.18

Chi-Square for Independence Model with 153 Degrees of Freedom = 10680.57

Independence AIC = 10716.57

Model AIC = 242.54

Saturated AIC = 342.00

Independence CAIC = 10811.55

Model CAIC = 648.84
Saturated CAIC = 1244.31

Normed Fit Index (NFI) = 0.99
Non-Normed Fit Index (NNFI) = 1.00
Parsimony Normed Fit Index (PNFI) = 0.61
Comparative Fit Index (CFI) = 1.00
Incremental Fit Index (IFI) = 1.00
Relative Fit Index (RFI) = 0.99

Critical N (CN) = 747.80

Root Mean Square Residual (RMR) = 0.010
Standardized RMR = 0.023
Goodness of Fit Index (GFI) = 0.98
Adjusted Goodness of Fit Index (AGFI) = 0.97
Parsimony Goodness of Fit Index (PGFI) = 0.54

TI FAC SCHCOM1

Fitted Covariance Matrix

	DECIS	QUALI	ADAPT	PARMNG	RELAT
ENVIR	0.42				
DECIS	0.42				
QUALI	0.23	0.41			
ADAPT	0.17	0.20	0.45		
PARMNG	0.15	0.16	0.13	0.51	
RELAT	0.16	0.17	0.14	0.11	0.42
ENVIR	0.18	0.18	0.16	0.12	0.16
0.45					
STRUC	0.17	0.17	0.15	0.14	0.15
0.22					
GOAL	0.17	0.18	0.15	0.12	0.25
0.16					
CITIZ	0.16	0.19	0.16	0.13	0.16
0.19					
ORGWIL	0.17	0.17	0.15	0.11	0.15
0.16					
PSNQUA	0.17	0.17	0.15	0.15	0.14
0.15					
WORK	0.16	0.14	0.11	0.11	0.18
0.14					
STRAG	0.16	0.16	0.14	0.11	0.17
0.14					
THECNO	0.18	0.15	0.15	0.12	0.18
0.15					

INSPI	0.17	0.17	0.15	0.12	0.13
0.14					
FIAT	0.19	0.19	0.16	0.13	0.14
0.16					
ACHIEV	0.15	0.15	0.13	0.10	0.11
0.17					
VISION	0.23	0.20	0.17	0.13	0.15
0.16					

Fitted Covariance Matrix

	STRUC	GOAL	CITIZ	ORGWIL	PSNQUA
WORK					

STRUC	0.42				
GOAL	0.16	0.48			
CITIZ	0.17	0.14	0.44		
ORGWIL	0.12	0.12	0.16	0.48	
PSNQUA	0.14	0.15	0.16	0.21	0.42
WORK	0.13	0.19	0.15	0.11	0.14
0.40					
STRAG	0.13	0.19	0.15	0.13	0.15
0.20					
THECNO	0.15	0.20	0.16	0.15	0.13
0.19					
INSPI	0.13	0.13	0.14	0.12	0.14
0.13					
FIAT	0.17	0.14	0.15	0.14	0.15
0.14					
ACHIEV	0.12	0.11	0.12	0.15	0.12
0.11					
VISION	0.16	0.15	0.16	0.14	0.16
0.15					

Fitted Covariance Matrix

	STRAG	THECNO	INSPI	FIAT	ACHIEV
VISION					

STRAG	0.45				
THECNO	0.19	0.42			
INSPI	0.13	0.14	0.39		
FIAT	0.14	0.16	0.24	0.41	
ACHIEV	0.11	0.12	0.16	0.17	0.47
VISION	0.15	0.17	0.21	0.19	0.11
0.41					

Fitted Residuals

ENVIR	DECIS	QUALI	ADAPT	PARMNG	RELAT	
0.00	0.00					
0.00	-0.01	0.00				
0.00	0.00	0.01	0.00			
0.00	0.02	-0.01	0.00	0.00		
0.00	0.01	-0.01	0.00	0.02	0.00	
0.00	-0.02	0.00	0.01	-0.01	-0.01	
0.00	0.00	0.01	0.00	0.00	-0.01	
0.00	0.00	0.01	-0.01	0.00	0.00	
-0.02	0.00	0.00	0.00	0.02	-0.01	
0.01	0.00	0.00	0.00	0.02	-0.01	
0.01	-0.01	-0.01	0.00	-0.02	0.01	
0.01	0.00	-0.01	0.00	0.00	0.02	
0.00	0.01	0.00	0.00	0.00	0.00	
-0.01	0.01	0.00	0.00	0.01	0.00	
-0.01	0.01	0.00	0.00	0.01	0.00	
0.00	0.01	0.00	-0.01	0.00	0.00	
0.02	0.01	0.00	-0.01	-0.02	-0.01	
0.01	0.00	0.01	-0.02	-0.01	0.00	
0.00	-0.02	-0.01	0.00	-0.05	-0.01	
0.01	0.01	0.00	0.01	0.01	0.00	

Fitted Residuals

WORK	STRUC	GOAL	CITIZ	ORGWIL	PSNQUA	
0.00	0.00					
0.00	-0.02	0.00				
0.00	0.01	0.01	0.00			
0.00	0.00	0.00	0.00	0.00		
0.00	0.00	0.02	-0.01	0.00	0.00	
0.00	-0.02	0.00	-0.01	0.00	0.01	

0.00	STRAG	-0.02	0.00	-0.01	0.01	0.01
0.00	THECNO	0.00	0.00	0.01	-0.01	0.00
0.03	INSPI	0.00	0.02	0.00	-0.01	-0.02
0.01	FIAT	0.00	0.01	-0.01	0.00	-0.02
0.00	ACHIEV	-0.02	0.00	0.01	0.00	0.02
0.01	VISION	0.01	-0.01	0.00	0.00	0.00

Fitted Residuals

VISION	STRAG	THECNO	INSPI	FIAT	ACHIEV
-----	-----	-----	-----	-----	-----
STRAG	0.00				
THECNO	0.00	0.00			
INSPI	0.02	0.00	0.00		
FIAT	0.01	0.00	0.00	0.00	
ACHIEV	0.01	-0.01	0.01	0.01	0.00
VISION	-0.01	0.00	0.00	0.00	0.00

Summary Statistics for Fitted Residuals

Smallest Fitted Residual = -0.05
 Median Fitted Residual = 0.00
 Largest Fitted Residual = 0.03

Stemleaf Plot

```

- 4|8
- 4|
- 3|
- 3|
- 2|
- 2|444220
- 1|999975
- 1|322222100000000
- 0|98888776666555
- 0|44444443332222111111111110000000000000000000
0|111111111111111111112222222223333444444
    
```

0|555556666667777778888899
 1|01122223333
 1|66689
 2|044
 2|55

Standardized Residuals

ENVIR	DECIS	QUALI	ADAPT	PARMNG	RELAT	
	-----	-----	-----	-----	-----	-----
DECIS	-0.02					
QUALI	-1.13	-0.24				
ADAPT	0.89	0.76	-0.35			
PARMNG	1.54	-0.98	0.32	0.05		
RELAT	1.02	-0.62	-0.38	1.14	-1.38	
ENVIR	-2.13	0.38	0.60	-0.86	-1.31	
-0.72						
STRUC	-0.19	1.46	-0.05	0.34	-0.75	
-1.28						
GOAL	-0.12	1.30	-0.42	0.09	0.00	
-1.92						
CITIZ	-0.10	0.10	0.03	1.30	-0.63	
2.22						
ORGWIL	-0.93	-1.15	0.13	-1.38	1.17	
1.20						
PSNQUA	0.39	-0.93	0.09	-1.02	2.26	
0.37						
WORK	0.88	0.38	-0.68	0.05	-0.30	
-0.89						
STRAG	0.63	-0.30	-0.07	0.61	-0.13	
-0.99						
THECNO	0.81	0.48	-1.22	0.11	0.30	
0.37						
INSPI	1.44	0.33	-1.12	-1.82	-0.63	
1.82						
FIAT	0.28	0.94	-1.82	-0.60	0.06	
0.81						
ACHIEV	-2.10	-0.63	0.23	-2.86	-0.71	
-0.01						
VISION	1.84	0.22	1.16	0.91	-0.43	
0.54						

Standardized Residuals

WORK	STRUC	GOAL	CITIZ	ORGWIL	PSNQUA	
	-----	-----	-----	-----	-----	-----
STRUC	-0.45					
GOAL	-1.86	0.19				

	CITIZ	1.31	0.72	0.35		
	ORGWIL	0.25	-0.20	-0.02	0.60	
	PSNQUA	-0.15	2.30	-1.00	0.11	-1.10
	WORK	-2.02	0.41	-0.76	0.00	2.09
1.21						
	STRAG	-1.57	1.02	-0.85	0.44	1.60
0.48						
	THECNO	-0.09	-0.22	0.55	-0.50	1.46
0.05						
	INSPI	0.39	1.64	0.05	-0.79	-2.44
2.40						
	FIAT	-0.18	1.11	-1.20	-0.37	-1.57
0.82						
	ACHIEV	-1.24	0.06	0.92	0.57	1.24
-0.29						
	VISION	0.67	-0.70	-0.39	-0.35	0.07
0.72						

Standardized Residuals

	STRAG	THECNO	INSPI	FIAT	ACHIEV
VISION	-----	-----	-----	-----	-----

STRAG	2.47				
THECNO	0.55	-0.44			
INSPI	2.08	0.47	-		
FIAT	0.45	-0.22	0.91	0.21	
ACHIEV	0.39	-0.67	0.90	1.32	0.91
VISION	-1.13	-0.14	-0.83	-0.88	-1.17

Summary Statistics for Standardized Residuals

Smallest Standardized Residual = -2.86
 Median Standardized Residual = 0.05
 Largest Standardized Residual = 2.47

Stemleaf Plot

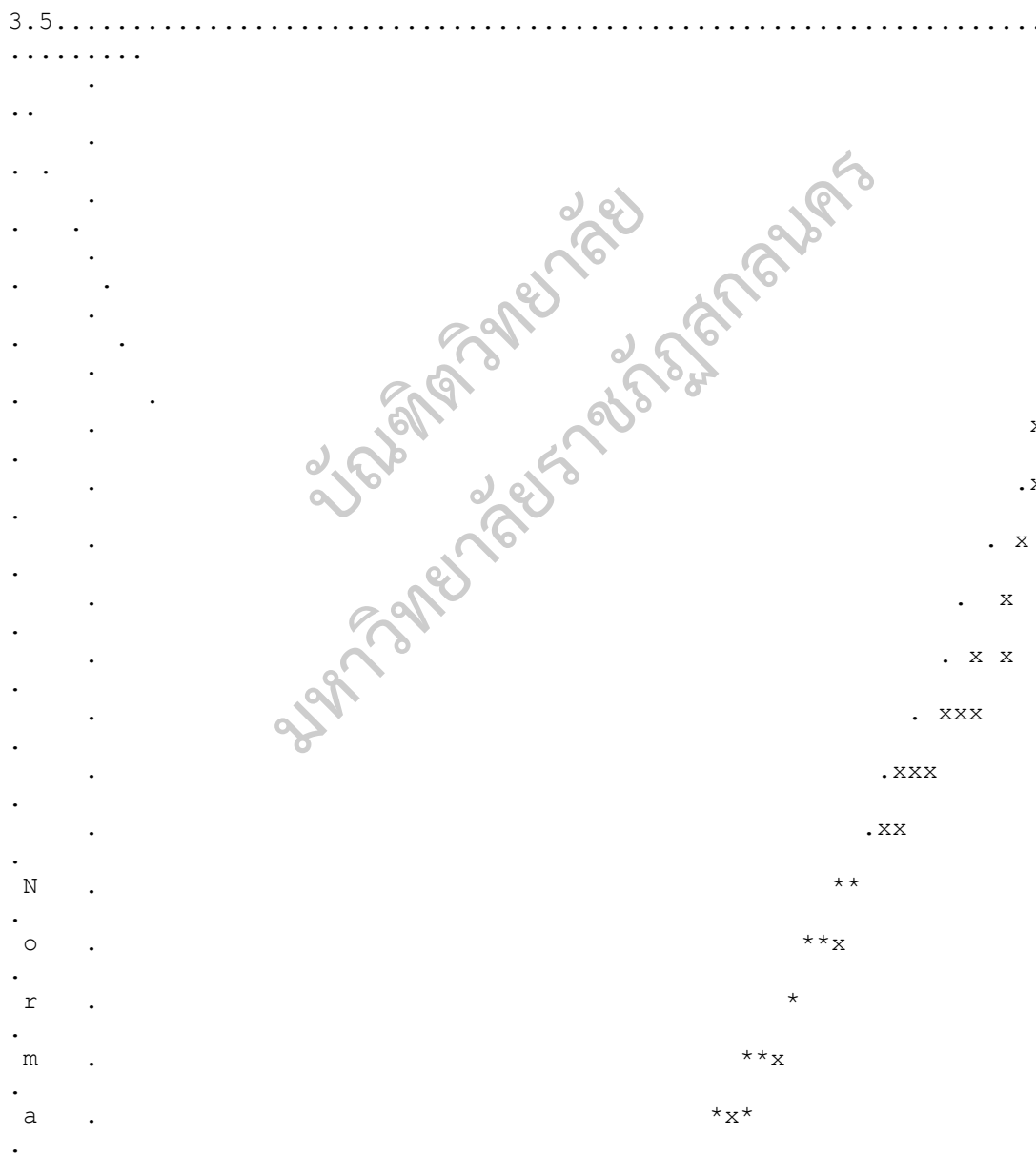
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- 2|4110
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- 1|4433222211110000
- 0|99999988877777666665
- 0|44444444333322222111111100000000
0|1111111111222233333444444444
0|5555566666777888899999999
1|0011222233334
1|55566889
2|112334
2|5
    
```

Largest Negative Standardized Residuals
Residual for ACHIEV and PARMNG -2.86

TI FAC SCHCOM1

Qplot of Standardized Residuals



-3.5
3.5

Standardized Residuals

TI FAC SCHCOM1

Modification Indices and Expected Change

Modification Indices for LAMBDA-Y

	SCHCUL	ORGCLIM	ORGCOM	SCHCOM
	-----	-----	-----	-----
DECIS	- -	0.70	0.08	1.16
QUALI	- -	1.02	0.20	0.35
ADAPT	- -	0.12	0.01	0.39
PARMNG	- -	0.03	0.28	0.00
RELAT	0.06	- -	0.41	1.11
ENVIR	0.04	- -	0.18	0.14
STRUC	0.17	- -	0.01	1.11
GOAL	1.85	0.31	- -	4.58
CITIZ	0.19	0.66	- -	1.15
ORGWIL	2.79	0.31	- -	0.58
PSNQUA	0.24	1.35	0.27	- -
WORK	0.21	0.20	0.25	- -
STRAG	0.01	0.59	0.31	- -
THECNO	0.17	1.50	0.53	- -

Expected Change for LAMBDA-Y

	SCHCUL	ORGCLIM	ORGCOM	SCHCOM
	-----	-----	-----	-----
DECIS	- -	-0.12	0.03	0.07
QUALI	- -	0.14	-0.04	-0.04
ADAPT	- -	-0.05	-0.01	-0.04
PARMNG	- -	0.03	0.06	0.00
RELAT	-0.05	- -	0.08	0.10
ENVIR	-0.03	- -	-0.05	0.02
STRUC	0.06	- -	-0.01	-0.06
GOAL	0.23	-0.19	- -	0.23
CITIZ	0.07	0.16	- -	-0.10
ORGWIL	-0.24	-0.10	- -	-0.07
PSNQUA	-0.12	0.24	0.06	- -
WORK	0.05	-0.04	-0.04	- -
STRAG	-0.01	-0.07	-0.05	- -
THECNO	-0.10	0.24	0.08	- -

Standardized Expected Change for LAMBDA-Y

	SCHCUL	ORGCLIM	ORGCOM	SCHCOM
	-----	-----	-----	-----
DECIS	- -	-0.12	0.03	0.07

QUALI	- -	0.14	-0.04	-0.04
ADAPT	- -	-0.05	-0.01	-0.04
PARMNG	- -	0.03	0.06	0.00
RELAT	-0.05	- -	0.08	0.10
ENVIR	-0.03	- -	-0.05	0.02
STRUC	0.06	- -	-0.01	-0.06
GOAL	0.23	-0.19	- -	0.23
CITIZ	0.07	0.16	- -	-0.10
ORGWIL	-0.24	-0.10	- -	-0.07
PSNQUA	-0.12	0.24	0.06	- -
WORK	0.05	-0.04	-0.04	- -
STRAG	-0.01	-0.07	-0.05	- -
THECNO	-0.10	0.24	0.08	- -

Completely Standardized Expected Change for LAMBDA-Y

	SCHCUL	ORGCLIM	ORGCOM	SCHCOM
	-----	-----	-----	-----
DECIS	- -	-0.18	0.04	0.11
QUALI	- -	0.22	-0.06	-0.07
ADAPT	- -	-0.07	-0.01	-0.06
PARMNG	- -	0.04	0.08	0.00
RELAT	-0.07	- -	-0.12	0.15
ENVIR	-0.05	- -	-0.07	0.04
STRUC	0.10	- -	-0.01	-0.10
GOAL	0.33	-0.27	- -	0.33
CITIZ	0.10	0.23	- -	-0.15
ORGWIL	-0.35	-0.15	- -	-0.10
PSNQUA	-0.19	0.37	0.09	- -
WORK	0.07	-0.07	-0.07	- -
STRAG	-0.01	-0.11	-0.07	- -
THECNO	-0.16	0.37	0.13	- -

No Non-Zero Modification Indices for LAMBDA-X

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

	DECIS	QUALI	ADAPT	PARMNG	RELAT
	-----	-----	-----	-----	-----
ENVIR					

DECIS	- -				
QUALI	1.09	- -			
ADAPT	- -	0.27	- -		

	PARMNG	2.59	1.18	0.24	- -	
	RELAT	1.22	1.51	0.00	1.17	- -
	ENVIR	2.95	0.09	0.13	0.38	0.09
- -						
	STRUC	0.00	1.42	0.04	- -	0.09
- -						
	GOAL	0.52	2.12	0.20	0.26	- -
1.14						
	CITIZ	- -	0.01	0.01	1.99	0.71
- -						
	ORGWIL	0.10	0.16	0.06	1.17	1.10
1.45						
	PSNQUA	0.04	0.46	0.01	- -	1.70
0.01						
	WORK	0.04	- -	- -	0.07	- -
0.01						
	STRAG	0.43	0.18	0.09	0.50	- -
0.20						
	THECNO	0.25	- -	1.10	0.03	- -
0.47						

Modification Indices for THETA-EPS

	STRUC	GOAL	CITIZ	ORGWIL	PSNQUA
WORK	-----	-----	-----	-----	-----

	STRUC	- -			
	GOAL	1.13	- -		
	CITIZ	1.31	1.33	- -	
	ORGWIL	- -	1.33	- -	
	PSNQUA	0.00	2.33	1.10	- -
	WORK	1.82	- -	0.21	- -
- -					
	STRAG	0.57	- -	0.26	0.36
- -					
	THECNO	0.26	- -	0.37	0.30
0.16					

Modification Indices for THETA-EPS

	STRAG	THECNO
	-----	-----
STRAG	- -	
THECNO	0.16	- -

Expected Change for THETA-EPS

	DECIS	QUALI	ADAPT	PARMNG	RELAT
ENVIR	-----	-----	-----	-----	-----

DECIS	- -					
QUALI	-0.02	- -				
ADAPT	- -	0.01	- -			
PARMNG	0.02	-0.01	0.01	- -		
RELAT	0.01	-0.01	0.00	0.02	- -	
ENVIR	-0.02	0.00	0.00	-0.01	0.00	
- -						
STRUC	0.00	0.01	0.00	- -	0.00	
- -						
GOAL	-0.01	0.02	-0.01	-0.01	- -	
-0.01						
CITIZ	- -	0.00	0.00	0.02	-0.01	
- -						
ORGWIL	0.00	0.00	0.00	-0.02	0.01	
0.02						
PSNQUA	0.00	-0.01	0.00	- -	0.02	
0.00						
WORK	0.00	- -	- -	0.00	- -	
0.00						
STRAG	0.01	-0.01	0.00	0.01	- -	
-0.01						
THECNO	0.01	- -	-0.01	0.00	- -	
0.01						

Expected Change for THETA-EPS

	STRUC	GOAL	CITIZ	ORGWIL	PSNQUA
WORK	-----	-----	-----	-----	-----

STRUC	- -				
GOAL	-0.01	- -			
CITIZ	0.02	0.02	- -		
ORGWIL	- -	-0.02	- -	- -	
PSNQUA	0.00	0.02	-0.02	- -	- -
WORK	-0.02	- -	-0.01	- -	- -
- -					
STRAG	-0.01	- -	-0.01	0.01	- -
- -					
THECNO	0.01	- -	0.01	-0.01	- -
-0.01					

Expected Change for THETA-EPS

	STRAG	THECNO
STRAG	-----	-----
THECNO	0.01	- -

Completely Standardized Expected Change for THETA-EPS

	DECIS	QUALI	ADAPT	PARMNG	RELAT	
ENVIR	-----	-----	-----	-----	-----	-

DECIS	- -					
QUALI	-0.04	- -				
ADAPT	- -	0.02	- -			
PARMNG	0.05	-0.03	0.02	- -		
RELAT	0.03	-0.03	0.00	0.03	- -	
ENVIR	-0.04	0.01	0.01	-0.02	-0.01	
- -						
STRUC	0.00	0.03	-0.01	- -	0.01	
- -						
GOAL	-0.02	0.04	-0.01	-0.02	- -	
-0.03						
CITIZ	- -	0.00	0.00	0.05	-0.03	
- -						
ORGWIL	-0.01	-0.01	0.01	-0.04	0.03	
0.04						
PSNQUA	0.01	-0.02	0.00	- -	0.04	
0.00						
WORK	0.01	- -	- -	-0.01	- -	
0.00						
STRAG	0.02	-0.01	0.01	0.02	- -	
-0.01						
THECNO	0.01	- -	-0.03	-0.01	- -	
0.02						

Completely Standardized Expected Change for THETA-EPS

	STRUC	GOAL	CITIZ	ORGWIL	PSNQUA	
WORK	-----	-----	-----	-----	-----	-

STRUC	- -					
GOAL	-0.03	- -				
CITIZ	0.04	0.05	- -			
ORGWIL	- -	-0.04	- -	- -		
PSNQUA	0.00	0.05	-0.04	- -	- -	
WORK	-0.04	- -	-0.01	- -	- -	
- -						
STRAG	-0.02	- -	-0.02	0.02	- -	
- -						
THECNO	0.01	- -	0.02	-0.02	- -	
-0.02						

Completely Standardized Expected Change for THETA-EPS

	STRAG	THECNO
	-----	-----
STRAG	- -	
THECNO	0.02	- -

Modification Indices for THETA-DELTA-EPS

ENVIR	DECIS	QUALI	ADAPT	PARMNG	RELAT	
-----	-----	-----	-----	-----	-----	-----
INSPI	1.83	0.02	0.54	2.31	2.30	
1.25						
FIAT	0.08	1.11	1.91	0.28	0.12	
0.08						
ACHIEV	2.01	0.14	0.55	4.59	0.37	
- -						
VISION	- -	0.01	2.44	0.42	0.00	
0.11						

Modification Indices for THETA-DELTA-EPS

WORK	STRUC	GOAL	CITIZ	ORGWIL	PSNQUA	
-----	-----	-----	-----	-----	-----	-----
INSPI	0.00	1.29	0.22	0.04	4.89	
1.55						
FIAT	- -	0.23	1.84	0.08	0.48	
0.01						
ACHIEV	1.04	0.20	1.69	- -	4.28	
0.16						
VISION	0.10	1.41	0.25	0.00	0.81	
0.39						

Modification Indices for THETA-DELTA-EPS

	STRAG	THECNO
	-----	-----
INSPI	3.02	0.10
FIAT	0.03	0.02
ACHIEV	0.02	0.22
VISION	2.71	0.00

Expected Change for THETA-DELTA-EPS

ENVIR	DECIS	QUALI	ADAPT	PARMNG	RELAT	
-----	-----	-----	-----	-----	-----	-----
INSPI	0.01	0.00	-0.01	-0.02	-0.01	
0.01						
FIAT	0.00	0.01	-0.02	0.01	0.00	
0.00						
ACHIEV	-0.02	0.00	0.01	-0.04	-0.01	
- -						

VISION	- -	0.00	0.02	0.01	0.00
0.00					

Expected Change for THETA-DELTA-EPS

	STRUC	GOAL	CITIZ	ORGWIL	PSNQUA
WORK	-----	-----	-----	-----	-----

INSPI	0.00	0.01	0.00	0.00	-0.02
0.01					
FIAT	- -	0.01	-0.02	0.00	-0.01
0.00					
ACHIEV	-0.01	0.01	0.02	- -	0.03
-0.01					
VISION	0.00	-0.01	-0.01	0.00	0.01
0.01					

Expected Change for THETA-DELTA-EPS

	STRAG	THECNO
INSPI	0.02	0.00
FIAT	0.00	0.00
ACHIEV	0.00	-0.01
VISION	-0.02	0.00

Completely Standardized Expected Change for THETA-DELTA-EPS

	DECIS	QUALI	ADAPT	PARMNG	RELAT
ENVIR	-----	-----	-----	-----	-----

INSPI	0.03	0.00	-0.02	-0.04	-0.04
0.03					
FIAT	-0.01	0.03	-0.04	0.02	0.01
0.01					
ACHIEV	-0.04	-0.01	0.02	-0.07	-0.02
- -					
VISION	- -	0.00	0.04	0.02	0.00
0.01					

Completely Standardized Expected Change for THETA-DELTA-EPS

	STRUC	GOAL	CITIZ	ORGWIL	PSNQUA
WORK	-----	-----	-----	-----	-----

INSPI	0.00	0.03	0.01	-0.01	-0.06
0.03					
FIAT	- -	0.01	-0.04	0.01	-0.02
0.00					

ACHIEV	-0.03	0.01	0.04	- -	0.07
-0.01					
VISION	0.01	-0.03	-0.01	0.00	0.02
0.02					

Completely Standardized Expected Change for THETA-DELTA-EPS

	STRAG	THECNO
INSPI	0.04	-0.01
FIAT	0.00	0.00
ACHIEV	0.00	-0.01
VISION	-0.04	0.00

Modification Indices for THETA-DELTA

	INSPI	FIAT	ACHIEV	VISION
INSPI	- -			
FIAT	- -	- -		
ACHIEV	0.06	1.08	- -	
VISION	2.32	- -	- -	- -

Expected Change for THETA-DELTA

	INSPI	FIAT	ACHIEV	VISION
INSPI	- -			
FIAT	- -	- -		
ACHIEV	0.00	0.01	- -	
VISION	-0.03	- -	- -	- -

Completely Standardized Expected Change for THETA-DELTA

	INSPI	FIAT	ACHIEV	VISION
INSPI	- -			
FIAT	- -	- -		
ACHIEV	0.01	0.03	- -	
VISION	-0.08	- -	- -	- -

Maximum Modification Index is 4.89 for Element (1,11) of THETA DELTA-EPSILON

TI FAC SCHCOM1

Factor Scores Regressions

ETA

	DECIS	QUALI	ADAPT	PARMNG	RELAT
ENVIR					

WORK	STRUC	GOAL	CITIZ	ORGWIL	PSNQUA	
-----	-----	-----	-----	-----	-----	-
TRLEAD 0.05	0.01	-0.01	0.03	-0.03	0.08	

KSI

VISION	STRAG	THECNO	INSPI	FIAT	ACHIEV	
-----	-----	-----	-----	-----	-----	-
TRLEAD 0.61	0.02	0.08	0.18	0.43	0.27	

TI FAC SCHCOM1

Standardized Solution

LAMBDA-Y

	SCHCUL	ORGCLIM	ORGCOM	SCHCOM
DECIS	0.48	- -	- -	- -
QUALI	0.48	- -	- -	- -
ADAPT	0.41	- -	- -	- -
PARMNG	0.32	- -	- -	- -
RELAT	- -	0.38	- -	- -
ENVIR	- -	0.42	- -	- -
STRUC	- -	0.40	- -	- -
GOAL	- -	- -	0.35	- -
CITIZ	- -	- -	0.38	- -
ORGWIL	- -	- -	0.35	- -
PSNQUA	- -	- -	- -	0.45
WORK	- -	- -	- -	0.41
STRAG	- -	- -	- -	0.41
THECNO	- -	- -	- -	0.46

LAMBDA-X

	TRLEAD
INSPI	0.43
FIAT	0.47
ACHIEV	0.37
VISION	0.50

BETA

	SHCUL	ORGCLIM	ORGCOM	SCHCOM
	-----	-----	-----	-----
SHCUL	- -	- -	- -	- -
ORGCLIM	0.80	- -	- -	- -
ORGCOM	0.35	0.95	- -	- -
SCHCOM	0.48	0.51	-0.21	- -

GAMMA

	TRLEAD

SHCUL	0.84
ORGCLIM	0.11
ORGCOM	-0.22
SCHCOM	0.10

Correlation Matrix of ETA and KSI

	SHCUL	ORGCLIM	ORGCOM	SCHCOM	TRLEAD
	-----	-----	-----	-----	-----
SHCUL	1.00				
ORGCLIM	0.90	1.00			
ORGCOM	1.03	1.10	1.00		
SCHCOM	0.81	0.79	0.92	1.00	
TRLEAD	0.84	0.79	0.83	0.73	1.00

PSI

Note: This matrix is diagonal.

	SHCUL	ORGCLIM	ORGCOM	SCHCOM
	-----	-----	-----	-----
	0.30	0.19	-0.22	0.33

Regression Matrix ETA on KSI (Standardized)

	TRLEAD

SHCUL	0.84
ORGCLIM	0.79
ORGCOM	0.83
SCHCOM	0.73

TI FAC SCHCOM1

Completely Standardized Solution

LAMBDA-Y

SHCUL	ORGCLIM	ORGCOM	SCHCOM
-------	---------	--------	--------

DECIS	0.73	- -	- -	- -
QUALI	0.75	- -	- -	- -
ADAPT	0.61	- -	- -	- -
PARMNG	0.45	- -	- -	- -
RELAT	- -	0.59	- -	- -
ENVIR	- -	0.63	- -	- -
STRUC	- -	0.62	- -	- -
GOAL	- -	- -	0.51	- -
CITIZ	- -	- -	0.58	- -
ORGWIL	- -	- -	0.50	- -
PSNQUA	- -	- -	- -	0.69
WORK	- -	- -	- -	0.65
STRAG	- -	- -	- -	0.62
THECNO	- -	- -	- -	0.71

LAMBDA-X

	TRLEAD
INSPI	0.69
FIAT	0.74
ACHIEV	0.53
VISION	0.78

BETA

	SHCUL	ORGCLIM	ORGCOM	SCHCOM
SHCUL	- -	- -	- -	- -
ORGCLIM	0.80	- -	- -	- -
ORGCOM	0.35	0.95	- -	- -
SCHCOM	0.48	0.51	-0.21	- -

GAMMA

	TRLEAD
SHCUL	0.84
ORGCLIM	0.11
ORGCOM	-0.22
SCHCOM	0.10

Correlation Matrix of ETA and KSI

	SHCUL	ORGCLIM	ORGCOM	SCHCOM	TRLEAD
SHCUL	1.00				
ORGCLIM	0.90	1.00			
ORGCOM	1.03	1.10	1.00		
SCHCOM	0.81	0.79	0.92	1.00	
TRLEAD	0.84	0.79	0.83	0.73	1.00

PSI

Note: This matrix is diagonal.

SCHCUL	ORGCLIM	ORGCOM	SCHCOM
0.30	0.19	-0.22	0.33

THETA-EPS

	DECIS	QUALI	ADAPT	PARMNG	RELAT
ENVIR					
DECIS	0.47				
QUALI	- -	0.43			
ADAPT	-0.07	- -	0.63		
PARMNG	- -	- -	- -	0.80	
RELAT	- -	- -	- -	- -	0.65
ENVIR	- -	- -	- -	- -	- -
0.60					
STRUC	- -	- -	- -	0.06	- -
0.12					
GOAL	- -	- -	- -	- -	0.23
- -					
CITIZ	-0.07	- -	- -	- -	- -
0.03					
ORGWIL	- -	- -	- -	- -	- -
- -					
PSNQUA	- -	- -	- -	0.06	- -
- -					
WORK	- -	-0.05	-0.08	- -	0.12
- -					
STRAG	- -	- -	- -	- -	0.09
- -					
THECNO	- -	-0.08	- -	- -	0.09
- -					

THETA-EPS

	STRUC	GOAL	CITIZ	ORGWIL	PSNQUA
WORK					
STRUC	0.62				
GOAL	- -	0.74			
CITIZ	- -	- -	0.66		
ORGWIL	-0.07	- -	0.06	0.75	
PSNQUA	- -	- -	- -	0.14	0.52

WORK	--	0.13	--	-0.06	-0.12
0.58					
STRAG	--	0.12	--	--	-0.09
0.07					
THECNO	--	0.10	--	--	-0.18
--					

THETA-EPS

	STRAG	THECNO
	-----	-----
STRAG	0.62	
THECNO	--	0.49

THETA-DELTA-EPS

	DECIS	QUALI	ADAPT	PARMNG	RELAT
ENVIR	-----	-----	-----	-----	-----

INSPI	--	--	--	--	--
--					
FIAT	--	--	--	--	--
--					
ACHIEV	--	--	--	--	--
0.11					
VISION	0.08	--	--	--	--
--					

THETA-DELTA-EPS

	STRUC	GOAL	CITIZ	ORGWIL	PSNQVA
WORK	-----	-----	-----	-----	-----

INSPI	--	--	--	--	--
--					
FIAT	0.06	--	--	--	--
--					
ACHIEV	--	--	--	0.10	--
--					
VISION	--	--	--	--	--
--					

THETA-DELTA-EPS

	STRAG	THECNO
	-----	-----
INSPI	--	--
FIAT	--	--
ACHIEV	--	--
VISION	--	--

THETA-DELTA

	INSPI	FIAT	ACHIEV	VISION
	-----	-----	-----	-----
INSPI	0.53			
FIAT	0.09	0.45		
ACHIEV	- -	- -	0.72	
VISION	- -	-0.11	-0.17	0.40

Regression Matrix ETA on KSI (Standardized)

	TRLEAD

SCHCUL	0.84
ORGCLIM	0.79
ORGCOM	0.83
SCHCOM	0.73

TI FAC SCHCOM1

Total and Indirect Effects

Total Effects of KSI on ETA

	TRLEAD

SCHCUL	0.84 (0.06) 14.75
ORGCLIM	0.79 (0.07) 11.30
ORGCOM	0.83 (0.08) 10.63
SCHCOM	0.73 (0.06) 12.30

Indirect Effects of KSI on ETA

TRLEAD

SHCUL	-----	- -
ORGCLIM	0.67 (0.12)	5.53
ORGCOM	1.05 (0.15)	7.08
SCHCOM	0.63 (0.10)	6.13

Total Effects of ETA on ETA

	SHCUL	ORGCLIM	ORGCOM	SCHCOM
	-----	-----	-----	-----
SHCUL	- -	- -	- -	- -
ORGCLIM	0.80 (0.14)	- -	- -	- -
	5.68			
ORGCOM	1.12 (0.18)	0.95 (0.34)	- -	- -
	6.38	2.81		
SCHCOM	0.65 (0.12)	0.31 (0.21)	-0.21 (0.26)	- -
	5.44	1.53	-0.80	

Largest Eigenvalue of $B \cdot B'$ (Stability Index) is 1.681

Indirect Effects of ETA on ETA

	SHCUL	ORGCLIM	ORGCOM	SCHCOM
	-----	-----	-----	-----
SHCUL	- -	- -	- -	- -
ORGCLIM	- -	- -	- -	- -
ORGCOM	0.77 (0.30)	- -	- -	- -
	2.58			
SCHCOM	0.18	-0.20	- -	- -

(0.25) (0.23)
 0.71 -0.87
 Total Effects of ETA on Y

	SCHCUL	ORGCLIM	ORGCOM	SCHCOM
	-----	-----	-----	-----
DECIS	0.48	- -	- -	- -
QUALI	0.48 (0.03) 15.80	- -	- -	- -
ADAPT	0.41 (0.03) 12.41	- -	- -	- -
PARMNG	0.32 (0.03) 9.70	- -	- -	- -
RELAT	0.31 (0.05) 5.68	0.38	- -	- -
ENVIR	0.34 (0.06) 5.78	0.42 (0.04) 10.93	- -	- -
STRUC	0.32 (0.06) 5.76	0.40 (0.04) 10.86	- -	- -
GOAL	0.40 (0.06) 6.38	0.34 (0.12) 2.81	0.35	- -
CITIZ	0.43 (0.07) 6.42	0.37 (0.13) 2.80	0.38 (0.04) 10.34	- -
ORGWIL	0.39 (0.06) 6.32	0.33 (0.12) 2.77	0.35 (0.04) 9.38	- -
PSNQUA	0.29 (0.05) 5.44	0.14 (0.09) 1.53	-0.09 (0.12) -0.80	0.45
WORK	0.27 (0.05)	0.13 (0.08)	-0.09 (0.11)	0.41 (0.04)

	5.35	1.53	-0.80	10.57
STRAG	0.27 (0.05)	0.13 (0.09)	-0.09 (0.11)	0.41 (0.04)
	5.34	1.52	-0.80	10.50
THECNO	0.30 (0.06)	0.14 (0.09)	-0.10 (0.12)	0.46 (0.04)
	5.43	1.53	-0.80	10.81

Indirect Effects of ETA on Y

	SCHCUL	ORGCLIM	ORGCOM	SCHCOM
	-----	-----	-----	-----
DECIS	--	--	--	--
QUALI	--	--	--	--
ADAPT	--	--	--	--
PARMNG	--	--	--	--
RELAT	0.31 (0.05) 5.68	--	--	--
ENVIR	0.34 (0.06) 5.78	--	--	--
STRUC	0.32 (0.06) 5.76	--	--	--
GOAL	0.40 (0.06) 6.38	0.34 (0.12) 2.81	--	--
CITIZ	0.43 (0.07) 6.42	0.37 (0.13) 2.80	--	--
ORGWIL	0.39 (0.06) 6.32	0.33 (0.12) 2.77	--	--
PSNQUA	0.29 (0.05)	0.14 (0.09)	-0.09 (0.12)	--

	5.44	1.53	-0.80	
WORK	0.27 (0.05) 5.35	0.13 (0.08) 1.53	-0.09 (0.11) -0.80	--
STRAG	0.27 (0.05) 5.34	0.13 (0.09) 1.52	-0.09 (0.11) -0.80	--
THECNO	0.30 (0.06) 5.43	0.14 (0.09) 1.53	-0.10 (0.12) -0.80	--

Total Effects of KSI on Y

	TRLEAD -----
DECIS	0.40 (0.03) 14.75
QUALI	0.40 (0.03) 15.44
ADAPT	0.35 (0.03) 12.70
PARMNG	0.27 (0.03) 9.55
RELAT	0.30 (0.03) 11.30
ENVIR	0.33 (0.03) 11.90
STRUC	0.31 (0.03) 11.80
GOAL	0.29 (0.03) 10.63

CITIZ	0.32	(0.03)	11.86
ORGWIL	0.29	(0.03)	10.38
PSNQUA	0.33	(0.03)	12.30
WORK	0.30	(0.03)	11.68
STRAG	0.30	(0.03)	11.31
THECNO	0.34	(0.03)	12.55

TI FAC SCHCOM1

Standardized Total and Indirect Effects

Standardized Total Effects of KSI on ETA

	TRLEAD
SHCUL	0.84
ORGCLIM	0.79
ORGCOM	0.83
SCHCOM	0.73

Standardized Indirect Effects of KSI on ETA

	TRLEAD
SHCUL	- -
ORGCLIM	0.67
ORGCOM	1.05
SCHCOM	0.63

Standardized Total Effects of ETA on ETA

SHCUL	ORGCLIM	ORGCOM	SCHCOM
-------	---------	--------	--------

	-----	-----	-----	-----
SHCUL	- -	- -	- -	- -
ORGCLIM	0.80	- -	- -	- -
ORGCOM	1.12	0.95	- -	- -
SCHCOM	0.65	0.31	-0.21	- -

Standardized Indirect Effects of ETA on ETA

	SHCUL	ORGCLIM	ORGCOM	SCHCOM
	-----	-----	-----	-----
SHCUL	- -	- -	- -	- -
ORGCLIM	- -	- -	- -	- -
ORGCOM	0.77	- -	- -	- -
SCHCOM	0.18	-0.20	- -	- -

Standardized Total Effects of ETA on Y

	SHCUL	ORGCLIM	ORGCOM	SCHCOM
	-----	-----	-----	-----
DECIS	0.48	- -	- -	- -
QUALI	0.48	- -	- -	- -
ADAPT	0.41	- -	- -	- -
PARMNG	0.32	- -	- -	- -
RELAT	0.31	0.38	- -	- -
ENVIR	0.34	0.42	- -	- -
STRUC	0.32	0.40	- -	- -
GOAL	0.40	0.34	0.35	- -
CITIZ	0.43	0.37	0.38	- -
ORGWIL	0.39	0.33	0.35	- -
PSNQUA	0.29	0.14	-0.09	0.45
WORK	0.27	0.13	-0.09	0.41
STRAG	0.27	0.13	-0.09	0.41
THECNO	0.30	0.14	-0.10	0.46

Completely Standardized Total Effects of ETA on Y

	SHCUL	ORGCLIM	ORGCOM	SCHCOM
	-----	-----	-----	-----
DECIS	0.73	- -	- -	- -
QUALI	0.75	- -	- -	- -
ADAPT	0.61	- -	- -	- -
PARMNG	0.45	- -	- -	- -
RELAT	0.47	0.59	- -	- -
ENVIR	0.51	0.63	- -	- -
STRUC	0.50	0.62	- -	- -
GOAL	0.57	0.49	0.51	- -
CITIZ	0.65	0.55	0.58	- -
ORGWIL	0.56	0.47	0.50	- -
PSNQUA	0.45	0.22	-0.14	0.69
WORK	0.43	0.20	-0.14	0.65
STRAG	0.41	0.19	-0.13	0.62
THECNO	0.47	0.22	-0.15	0.71

Standardized Indirect Effects of ETA on Y

	SCHCUL	ORGCLIM	ORGCOM	SCHCOM
	-----	-----	-----	-----
DECIS	- -	- -	- -	- -
QUALI	- -	- -	- -	- -
ADAPT	- -	- -	- -	- -
PARMNG	- -	- -	- -	- -
RELAT	0.31	- -	- -	- -
ENVIR	0.34	- -	- -	- -
STRUC	0.32	- -	- -	- -
GOAL	0.40	0.34	- -	- -
CITIZ	0.43	0.37	- -	- -
ORGWIL	0.39	0.33	- -	- -
PSNQUA	0.29	0.14	-0.09	- -
WORK	0.27	0.13	-0.09	- -
STRAG	0.27	0.13	-0.09	- -
THECNO	0.30	0.14	-0.10	- -

Completely Standardized Indirect Effects of ETA on Y

	SCHCUL	ORGCLIM	ORGCOM	SCHCOM
	-----	-----	-----	-----
DECIS	- -	- -	- -	- -
QUALI	- -	- -	- -	- -
ADAPT	- -	- -	- -	- -
PARMNG	- -	- -	- -	- -
RELAT	0.47	- -	- -	- -
ENVIR	0.51	- -	- -	- -
STRUC	0.50	- -	- -	- -
GOAL	0.57	0.49	- -	- -
CITIZ	0.65	0.55	- -	- -
ORGWIL	0.56	0.47	- -	- -
PSNQUA	0.45	0.22	-0.14	- -
WORK	0.43	0.20	-0.14	- -
STRAG	0.41	0.19	-0.13	- -
THECNO	0.47	0.22	-0.15	- -

Standardized Total Effects of KSI on Y

	TRLEAD

DECIS	0.40
QUALI	0.40
ADAPT	0.35
PARMNG	0.27
RELAT	0.30
ENVIR	0.33
STRUC	0.31
GOAL	0.29
CITIZ	0.32

ORGWIL	0.29
PSNQUA	0.33
WORK	0.30
STRAG	0.30
THECNO	0.34

Completely Standardized Total Effects of KSI on Y

	TRLEAD

DECIS	0.61
QUALI	0.63
ADAPT	0.51
PARMNG	0.38
RELAT	0.46
ENVIR	0.50
STRUC	0.49
GOAL	0.42
CITIZ	0.48
ORGWIL	0.41
PSNQUA	0.51
WORK	0.48
STRAG	0.45
THECNO	0.52

Time used: 0.047 Seconds

บัณฑิตวิทยาลัย
มหาวิทยาลัยราชภัฏสุราษฎร์ธานี