ภาคผนวก ซ

ผลการวิเคราะห์ข้อมูล

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                                  DATE:  4/24/2015
                                    TIME: 13:44

                                  L I S R E L  8.52

                                        BY

                                Karl G. J"reskog & Dag S"rbom


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 The following lines were read from file D:\thinnakorn11.LPJ:

 TI Thinnakorn
 !DA NI=25 NO=870 NG=1 MA=CM
 SY='D:\thinnakorn1.dsf' NG=1
 SE
 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 /
 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
 EFECTIV CLIMATE PROCESS COMPET
 LK
 CHARACT SITUAT
 FR LY(1,4) LY(2,4) LY(3,4) LY(4,4) LY(5,4) LY(6,3) LY(7,3) LY(8,3) LY(9,2)
 FR LY(10,2) LY(11,2) LY(12,2) LY(13,1) LY(14,1) LY(15,1) LY(16,1) LY(17,1) LX(1,2)
 FR LX(2,2) LX(3,2) LX(4,2) LX(5,1) LX(6,1) LX(7,1) LX(8,1) BE(1,2) BE(1,3)
 FR BE(2,4) BE(3,4) GA(1,1) GA(1,2) GA(2,2) GA(3,1) GA(4,1) GA(4,2)
 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
 FR TE 13 5 TE 10 2 TE 13 6 TE 12 11 TE 6 5 TE 5 4 TE 7 3 TE 8 3 TE 2 1 TE 15 3
 FR TE 8 4 TE 9 3 TE 5 2 TE 8 2 TE 17 6 TE 5 3 TE 3 2 TE 3 1 TE 9 1 TE 10 5 TE 11 3
 FR TE 8 1 TE 6 1 TE 4 2 TE 4 3 TE 7 1 TE 7 2 TE 7 5 TE 15 4 TE 14 5 TE 13 12 TE 13 7
 FR TE 14 13 TE 13 10 TE 9 8 TE 15 13 TE 17 12 TE 16 15 TE 14 6 TE 15 6 TE 10 9 TE 14 7
 FR TE 17 16 TE 15 5 TE 10 8 TE 17 8 TE 15 9 TE 17 11 TE 11 7 TE 12 7 TE 12 8 TE 11 8
 FR TE 13 3 TE 15 8 TE 13 11 TE 16 12 TE 11 9 TE 12 9 TE 10 7 TE 9 7 TE 11 4 TE 14 1
 FR TE 16 1 TE 15 2 TE 12 4 TE 11 6 TE 13 8 TE 16 14 TE 16 10 TE 14 9 TE 9 4 TE 10 1
 FR TE 11 2 TE 4 1 TE 13 2 TE 17 3 TE 10 6 TE 7 6 TE 8 6 TE 12 6 TE 13 4 TE 6 4 TE 14 4
 FR TE 14 12 TE 15 12 TE 11 10 TE 17 1 TE 5 1 TE 12 1 TE 8 5 TE 16 13 TE 13 9
 FR TH 7 6 TH 8 13 TH 8 6 TH 1 17 TH 1 5 TH 3 1 TH 4 7 TH 4 8 TH 7 11 TH 1 11 TH 5 9
 FR TH 5 15 TH 5 14 TH 5 10 TH 2 17 TH 7 13 TH 3 13 TH 6 9 TH 8 12 TH 7 15 TH 6 17
 FR TH 7 16 TH 1 1 TH 5 17 TH 6 7 TH 2 6 TH 1 6 TH 6 14 TH 8 9 TH 1 2 TH 6 13 TH 3 14
 FR TH 1 16 TH 2 6 TH 2 1 TH 6 3 TH 1 14
 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 7 5 TD 8 3 TD 4 1 TD 8 6 TD 8 2 TD 7 2 TD 7 4 TD 6 4 TD 8 5 TD 2 1 TD 5 1
 FR TD 2 1 TD 2 7 TD 8 1 TD 7 6 TD 7 2
 PD
 OU ME=ML AM PC RS EF FS SC IT=250 MI AD=OFF

 TI Thinnakorn
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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 870

TI Thinnakorn

Covariance Matrix

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	0.19					
Y2	0.13	0.20				
Y3	0.13	0.14	0.21			
Y4	0.12	0.13	0.13	0.20		
Y5	0.11	0.13	0.13	0.13	0.26	
Y6	0.12	0.14	0.13	0.12	0.14	0.21
Y7	0.12	0.13	0.12	0.13	0.11	0.14
Y8	0.12	0.12	0.12	0.12	0.12	0.14
Y9	0.11	0.13	0.12	0.12	0.12	0.14
Y10	0.12	0.13	0.13	0.13	0.12	0.14
Y11	0.12	0.13	0.12	0.12	0.10	0.13
Y12	0.12	0.12	0.12	0.12	0.11	0.13
Y13	0.11	0.12	0.11	0.10	0.15	0.16
Y14	0.10	0.12	0.12	0.11	0.12	0.14
Y15	0.12	0.13	0.12	0.12	0.12	0.14
Y16	0.10	0.12	0.11	0.11	0.10	0.13
Y17	0.10	0.11	0.10	0.10	0.09	0.12
X1	0.09	0.10	0.11	0.10	0.10	0.10
X2	0.10	0.11	0.11	0.10	0.10	0.11
X3	0.11	0.12	0.12	0.12	0.10	0.12
X4	0.10	0.11	0.11	0.11	0.10	0.11
X5	0.12	0.13	0.13	0.12	0.11	0.12
X6	0.12	0.13	0.13	0.12	0.11	0.12
X7	0.12	0.12	0.12	0.12	0.10	0.11
X8	0.11	0.12	0.12	0.12	0.10	0.10

Covariance Matrix

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	0.23					
Y8	0.15	0.25				
Y9	0.15	0.16	0.24			
Y10	0.16	0.16	0.17	0.25		
Y11	0.15	0.14	0.14	0.16	0.23	
Y12	0.15	0.15	0.15	0.17	0.17	0.23
Y13	0.12	0.12	0.14	0.10	0.10	0.08
Y14	0.14	0.13	0.14	0.13	0.12	0.12
Y15	0.14	0.14	0.15	0.14	0.13	0.13
Y16	0.12	0.12	0.13	0.13	0.12	0.12
Y17	0.12	0.11	0.12	0.12	0.12	0.12
X1	0.11	0.10	0.11	0.12	0.11	0.11
X2	0.12	0.11	0.11	0.11	0.11	0.10
X3	0.12	0.11	0.12	0.12	0.11	0.11
X4	0.10	0.12	0.12	0.12	0.11	0.11
X5	0.12	0.12	0.11	0.12	0.11	0.12
X6	0.12	0.12	0.12	0.13	0.12	0.12
X7	0.12	0.11	0.12	0.12	0.11	0.12

X8	0.12	0.12	0.11	0.12	0.11	0.12

Covariance Matrix

	Y13	Y14	Y15	Y16	Y17	X1
Y13	0.44					
Y14	0.19	0.24				
Y15	0.18	0.14	0.24			
Y16	0.14	0.14	0.16	0.21		
Y17	0.12	0.12	0.13	0.13	0.19	
X1	0.09	0.09	0.10	0.10	0.09	0.18
X2	0.10	0.10	0.10	0.09	0.09	0.11
X3	0.11	0.10	0.12	0.11	0.10	0.11
X4	0.09	0.10	0.10	0.10	0.09	0.10
X5	0.11	0.11	0.12	0.10	0.09	0.10
X6	0.10	0.10	0.11	0.10	0.09	0.11
X7	0.11	0.10	0.12	0.11	0.10	0.10
X8	0.06	0.10	0.11	0.10	0.09	0.10

Covariance Matrix

	X2	X3	X4	X5	X6	X7
X2	0.20					
X3	0.12	0.18				
X4	0.11	0.12	0.19			
X5	0.11	0.12	0.11	0.19		
X6	0.11	0.12	0.11	0.13	0.19	
X7	0.10	0.11	0.10	0.11	0.12	0.20
X8	0.09	0.10	0.10	0.11	0.11	0.11

Covariance Matrix

	X8
X8	0.21

TI Thinnakorn

Parameter Specifications

LAMBDA-Y

	EFECTIV	CLIMATE	PROCESS	COMPET
Y1	0	0	0	0
Y2	0	0	0	1
Y3	0	0	0	2
Y4	0	0	0	3
Y5	0	0	0	4
Y6	0	0	0	0
Y7	0	0	5	0
Y8	0	0	6	0
Y9	0	0	0	0
Y10	0	7	0	0
Y11	0	8	0	0
Y12	0	9	0	0
Y13	0	0	0	0
Y14	10	0	0	0
Y15	11	0	0	0

Y16	12	0	0	0
Y17	13	0	0	0

LAMBDA-X

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

BETA

	EFECTIV	CLIMATE	PROCESS	COMPET
EFECTIV	0	22	23	0
CLIMATE	0	0	0	24
PROCESS	0	0	0	25
COMPET	0	0	0	0

GAMMA

	CHARACT	SITUAT
EFECTIV	26	27
CLIMATE	0	28
PROCESS	29	0
COMPET	30	31

PHI

	CHARACT	SITUAT
CHARACT	0	
SITUAT	32	0

PSI

EFECTIV	CLIMATE	PROCESS	COMPET
33	34	35	36

THETA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	37					
Y2	38	39				
Y3	40	41	42			
Y4	43	44	45	46		
Y5	47	48	49	50	51	
Y6	52	0	0	53	54	55
Y7	56	57	58	0	59	60
Y8	62	63	64	65	66	67
Y9	69	0	70	71	0	0
Y10	75	76	0	0	77	78
Y11	0	83	84	85	0	86

Y12	92	0	0	93	0	94
Y13	0	100	101	102	103	104
Y14	112	0	0	113	114	115
Y15	0	121	122	123	124	125
Y16	131	0	0	0	0	0
Y17	138	0	139	0	0	140

THETA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	61					
Y8	0	68				
Y9	72	73	74			
Y10	79	80	81	82		
Y11	87	88	89	90	91	
Y12	95	96	97	0	98	99
Y13	105	106	107	108	109	110
Y14	116	0	117	0	0	118
Y15	0	126	127	0	0	128
Y16	0	0	0	132	0	133
Y17	0	141	0	0	142	143

THETA-EPS

	Y13	Y14	Y15	Y16	Y17
Y13	111				
Y14	119	120			
Y15	129	0	130		
Y16	134	135	136	137	
Y17	0	0	0	144	145

THETA-DELTA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
X1	146	147	0	0	148	149
X2	155	0	0	0	0	156
X3	160	0	0	0	0	0
X4	0	0	0	0	0	0
X5	0	0	0	0	0	0
X6	0	0	175	0	0	0
X7	0	0	0	0	0	183
X8	0	0	0	0	0	193

THETA-DELTA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
X1	0	0	0	0	150	0
X2	0	0	0	0	0	0
X3	0	0	0	0	0	0
X4	164	165	0	0	0	0
X5	0	0	168	169	0	0
X6	176	0	177	0	0	0
X7	0	0	0	0	184	0
X8	0	0	194	0	0	195

THETA-DELTA-EPS

	Y13	Y14	Y15	Y16	Y17

X1	0	151	0	152	153
X2	0	0	0	0	157
X3	161	162	0	0	0
X4	0	0	0	0	0
X5	0	170	171	0	172
X6	178	179	0	0	180
X7	185	0	186	187	0
X8	196	0	0	0	0

THETA-DELTA

	X1	X2	X3	X4	X5	X6
X1	154					
X2	158	159				
X3	0	0	163			
X4	166	0	0	167		
X5	173	0	0	0	174	
X6	0	0	0	181	0	182
X7	0	188	0	189	190	191
X8	197	198	199	0	200	201

THETA-DELTA

	X7	X8
X7	192	
X8	0	202

TI Thinnakorn

Number of Iterations = 46

LISREL Estimates (Maximum Likelihood)

LAMBDA-Y

	EFECTIV	CLIMATE	PROCESS	COMPET
Y1	- -	- -	- -	0.34
Y2	- -	- -	- -	0.36 (0.01) 28.95
Y3	- -	- -	- -	0.36 (0.01) 26.97
Y4	- -	- -	- -	0.35 (0.01) 25.53
Y5	- -	- -	- -	0.31 (0.02) 18.81
Y6	- -	- -	0.38	- -

Y7	- -	- -	0.39	- -
			(0.01)	
			26.64	
Y8	- -	- -	0.38	- -
			(0.02)	
			24.69	
Y9	- -	0.42	- -	- -
Y10	- -	0.42	- -	- -
		(0.01)		
		28.71		
Y11	- -	0.39	- -	- -
		(0.02)		
		23.51		
Y12	- -	0.39	- -	- -
		(0.02)		
		24.50		
Y13	0.36	- -	- -	- -
Y14	0.37	- -	- -	- -
	(0.02)			
	17.20			
Y15	0.39	- -	- -	- -
	(0.02)			
	16.67			
Y16	0.36	- -	- -	- -
	(0.02)			
	15.29			
Y17	0.33	- -	- -	- -
	(0.02)			
	14.89			

LAMBDA-X

	CHARACT	SITUAT
X1	- -	0.32
		(0.01)
		24.58
X2	- -	0.33
		(0.01)
		24.29
X3	- -	0.36
		(0.01)
		30.11
X4	- -	0.33
		(0.01)
		25.21
X5	0.36	- -

	(0.01)	
	29.00	
X6	0.36	- -
	(0.01)	
	29.62	
X7	0.34	- -
	(0.01)	
	26.47	
X8	0.34	- -
	(0.01)	
	24.55	

BETA

	EFECTIV	CLIMATE	PROCESS	COMPET
EFECTIV	- -	0.27	0.67	- -
		(0.07)	(0.11)	
		3.64	6.37	
CLIMATE	- -	- -	- -	0.86
				(0.10)
				8.56
PROCESS	- -	- -	- -	2.35
				(0.78)
				3.02
COMPET	- -	- -	- -	- -

GAMMA

	CHARACT	SITUAT
EFECTIV	-0.24	0.25
	(0.17)	(0.14)
	-1.38	1.81
CLIMATE	- -	0.02
		(0.10)
		0.18
PROCESS	-1.41	- -
	(0.76)	
	-1.84	
COMPET	0.87	0.11
	(0.08)	(0.08)
	10.36	1.48

Covariance Matrix of ETA and KSI

	EFECTIV	CLIMATE	PROCESS	COMPET	CHARACT	SITUAT
EFECTIV	1.00					
CLIMATE	0.84	1.00				

PROCESS	0.90	0.86	1.00			
COMPET	0.89	0.88	0.98	1.00		
CHARACT	0.81	0.85	0.88	0.97	1.00	
SITUAT	0.82	0.82	0.85	0.93	0.94	1.00

PHI

	CHARACT	SITUAT
CHARACT	1.00	
SITUAT	0.94	1.00
	(0.01)	
	79.91	

PSI
Note: This matrix is diagonal.

EFECTIV	CLIMATE	PROCESS	COMPET
0.16	0.23	-0.06	0.05
(0.03)	(0.03)	(0.10)	(0.02)
4.94	7.32	-0.61	2.55

Squared Multiple Correlations for Structural Equations

EFECTIV	CLIMATE	PROCESS	COMPET
0.84	0.77	1.06	0.95

Squared Multiple Correlations for Reduced Form

EFECTIV	CLIMATE	PROCESS	COMPET
0.69	0.73	0.78	0.95

Reduced Form

	CHARACT	SITUAT
EFECTIV	0.38	0.46
	(0.15)	(0.15)
	2.55	3.00
CLIMATE	0.75	0.11
	(0.12)	(0.12)
	6.06	0.93
PROCESS	0.63	0.27
	(0.14)	(0.14)
	4.54	1.92
COMPET	0.87	0.11
	(0.08)	(0.08)
	10.36	1.48

THETA-EPS

Y1	Y2	Y3	Y4	Y5	Y6

Y1	0.07					
	(0.00)					
	16.86					
Y2	0.01	0.06				
	(0.00)	(0.00)				
	3.03	17.35				
Y3	0.01	0.01	0.08			
	(0.00)	(0.00)	(0.00)			
	1.82	3.42	17.66			
Y4	0.00	0.01	0.01	0.08		
	(0.00)	(0.00)	(0.00)	(0.00)		
	0.59	2.05	2.18	17.98		
Y5	0.00	0.02	0.02	0.02	0.17	
	(0.00)	(0.00)	(0.00)	(0.00)	(0.01)	
	1.12	4.51	4.28	5.02	20.02	
Y6	-0.01	- -	- -	-0.01	0.02	0.06
	(0.00)			(0.00)	(0.00)	(0.01)
	-3.11			-1.85	5.83	11.33
Y7	-0.01	-0.01	-0.02	- -	-0.01	-0.01
	(0.00)	(0.00)	(0.00)		(0.00)	(0.00)
	-2.67	-1.78	-4.82		-1.54	-1.56
Y8	-0.01	-0.01	-0.02	-0.01	0.01	0.00
	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)
	-2.76	-2.82	-4.45	-3.47	1.09	-0.66
Y9	-0.01	- -	-0.01	-0.01	- -	- -
	(0.00)		(0.00)	(0.00)		
	-3.53		-4.56	-2.02		
Y10	0.00	-0.01	- -	- -	0.01	0.00
	(0.00)	(0.00)			(0.00)	(0.00)
	-1.03	-3.38			2.07	1.01
Y11	- -	0.00	0.00	0.01	- -	0.01
		(0.00)	(0.00)	(0.00)		(0.00)
		1.06	-1.49	2.33		1.41
Y12	0.00	- -	- -	0.01	- -	0.00
	(0.00)			(0.00)		(0.00)
	0.64			1.84		0.69
Y13	- -	0.01	-0.01	-0.01	0.05	0.04
		(0.00)	(0.01)	(0.01)	(0.01)	(0.01)
		1.22	-1.77	-1.89	6.77	5.97
Y14	-0.01	- -	- -	0.00	0.02	0.01
	(0.00)			(0.00)	(0.00)	(0.00)
	-2.34			-0.96	4.03	2.30
Y15	- -	0.01	-0.01	0.00	0.01	0.01
		(0.00)	(0.00)	(0.00)	(0.00)	(0.00)
		2.29	-3.32	-1.11	3.08	1.60
Y16	-0.01	- -	- -	- -	- -	- -

	(0.00)					
	-1.96					
Y17	0.00	- -	0.00	- -	- -	0.01
	(0.00)		(0.00)			(0.00)
	-1.19		-1.36			1.66

THETA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	0.08					
	(0.01)					
	14.82					
Y8	- -	0.10				
		(0.01)				
		16.32				
Y9	0.01	0.02	0.06			
	(0.00)	(0.00)	(0.01)			
	1.66	5.10	8.53			
Y10	0.01	0.02	0.00	0.07		
	(0.00)	(0.00)	(0.01)	(0.01)		
	2.90	4.82	-0.82	11.84		
Y11	0.02	0.02	-0.02	0.00	0.09	
	(0.00)	(0.00)	(0.01)	(0.00)	(0.01)	
	4.72	3.39	-3.31	-1.04	12.21	
Y12	0.02	0.02	-0.01	- -	0.02	0.08
	(0.00)	(0.00)	(0.00)		(0.00)	(0.01)
	4.46	4.59	-3.07		3.31	14.98
Y13	-0.01	0.00	0.01	-0.03	-0.01	-0.04
	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)
	-1.18	-0.67	1.26	-4.34	-2.09	-5.47
Y14	0.01	- -	0.00	- -	- -	0.00
	(0.00)		(0.00)			(0.00)
	1.66		1.29			1.20
Y15	- -	0.01	0.01	- -	- -	0.00
		(0.00)	(0.00)			(0.00)
		2.18	2.41			0.03
Y16	- -	- -	- -	0.00	- -	0.01
				(0.00)		(0.00)
				1.22		2.07
Y17	- -	-0.01	- -	- -	0.01	0.01
		(0.00)			(0.00)	(0.00)
		-1.99			2.10	3.49

THETA-EPS

	Y13	Y14	Y15	Y16	Y17
Y13	0.30				

	(0.02)				
	19.09				
Y14	0.06	0.11			
	(0.01)	(0.01)			
	7.52	17.09			
Y15	0.03	- -	0.09		
	(0.01)		(0.01)		
	4.78		15.58		
Y16	0.01	0.01	0.02	0.08	
	(0.01)	(0.00)	(0.00)	(0.01)	
	1.26	1.81	4.39	14.47	
Y17	- -	- -	- -	0.01	0.08
				(0.00)	(0.00)
				3.29	16.84

Squared Multiple Correlations for Y - Variables

Y1	Y2	Y3	Y4	Y5	Y6
0.62	0.67	0.63	0.61	0.36	0.71

Squared Multiple Correlations for Y - Variables

Y7	Y8	Y9	Y10	Y11	Y12
0.66	0.59	0.74	0.73	0.64	0.66

Squared Multiple Correlations for Y - Variables

Y13	Y14	Y15	Y16	Y17
0.30	0.55	0.64	0.60	0.57

THETA-DELTA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
X1	-0.01	0.00	- -	- -	0.01	-0.01
	(0.00)	(0.00)			(0.00)	(0.00)
	-2.79	-1.03			2.22	-2.03
X2	-0.01	- -	- -	- -	- -	0.01
	(0.00)					(0.00)
	-1.85					1.71
X3	-0.01	- -	- -	- -	- -	- -
	(0.00)					
	-3.04					
X4	- -	- -	- -	- -	- -	- -
X5	- -	- -	- -	- -	- -	- -
X6	- -	- -	0.00	- -	- -	- -
			(0.00)			
			1.69			

X7	- -	- -	- -	- -	- -	-0.01 (0.00) -3.27
X8	- -	- -	- -	- -	- -	-0.01 (0.00) -4.18

THETA-DELTA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
X1	- -	- -	- -	- -	0.01 (0.00) 2.07	- -
X2	- -	- -	- -	- -	- -	- -
X3	- -	- -	- -	- -	- -	- -
X4	-0.01 (0.00) -2.91	0.01 (0.00) 2.08	- -	- -	- -	- -
X5	- -	- -	-0.01 (0.00) -3.52	-0.01 (0.00) -2.29	- -	- -
X6	-0.01 (0.00) -1.97	- -	-0.01 (0.00) -3.13	- -	- -	- -
X7	- -	- -	- -	- -	-0.01 (0.00) -1.97	- -
X8	- -	- -	-0.01 (0.00) -2.06	- -	- -	0.01 (0.00) 1.74

THETA-DELTA-EPS

	Y13	Y14	Y15	Y16	Y17
X1	- -	-0.01 (0.00) -2.40	- -	0.00 (0.00) 1.17	0.01 (0.00) 1.77
X2	- -	- -	- -	- -	0.01 (0.00) 1.88
X3	0.01 (0.00) 2.21	0.00 (0.00) -1.13	- -	- -	- -
X4	- -	- -	- -	- -	- -
X5	- -	0.00 (0.00)	0.01 (0.00)	- -	-0.01 (0.00)

		0.71	2.67		-2.23	
X6	-0.01	-0.01	- -	- -	-0.01	
	(0.00)	(0.00)			(0.00)	
	-2.04	-2.90			-2.83	
X7	0.01	- -	0.01	0.01	- -	
	(0.01)		(0.00)	(0.00)		
	2.29		2.51	2.38		
X8	-0.03	- -	- -	- -	- -	
	(0.01)					
	-5.58					

THETA-DELTA

	X1	X2	X3	X4	X5	X6
X1	0.08					
	(0.00)					
	17.40					
X2	0.01	0.09				
	(0.00)	(0.01)				
	1.54	18.25				
X3	- -	- -	0.05			
			(0.00)			
			15.93			
X4	-0.01	- -	- -	0.08		
	(0.00)			(0.00)		
	-2.36			18.08		
X5	-0.01	- -	- -	- -	0.06	
	(0.00)				(0.00)	
	-1.84				16.52	
X6	- -	- -	- -	-0.01	- -	0.06
				(0.00)		(0.00)
				-1.96		16.10
X7	- -	-0.01	- -	-0.01	-0.01	0.00
		(0.00)		(0.00)	(0.00)	(0.00)
		-2.94		-2.26	-3.27	-1.57
X8	-0.01	-0.01	-0.01	- -	-0.01	-0.01
	(0.00)	(0.00)	(0.00)		(0.00)	(0.00)
	-1.44	-2.82	-4.23		-2.37	-2.94

THETA-DELTA

	X7	X8
X7	0.08	
	(0.00)	
	17.39	
X8	- -	0.09
		(0.01)

17.74

Squared Multiple Correlations for X - Variables

X1	X2	X3	X4	X5	X6
0.56	0.54	0.71	0.56	0.68	0.70

Squared Multiple Correlations for X - Variables

X7	X8
0.61	0.55

Goodness of Fit Statistics

Degrees of Freedom = 123
Minimum Fit Function Chi-Square = 62.94 (P = 1.00)
Normal Theory Weighted Least Squares Chi-Square = 62.51 (P = 1.00)
Estimated Non-centrality Parameter (NCP) = 0.0
90 Percent Confidence Interval for NCP = (0.0 ; 0.0)

Minimum Fit Function Value = 0.072
Population Discrepancy Function Value (F0) = 0.0
90 Percent Confidence Interval for F0 = (0.0 ; 0.0)
Root Mean Square Error of Approximation (RMSEA) = 0.0
90 Percent Confidence Interval for RMSEA = (0.0 ; 0.0)
P-Value for Test of Close Fit (RMSEA < 0.05) = 1.00

Expected Cross-Validation Index (ECVI) = 0.61
90 Percent Confidence Interval for ECVI = (0.61 ; 0.61)
ECVI for Saturated Model = 0.75
ECVI for Independence Model = 90.13

Chi-Square for Independence Model with 300 Degrees of Freedom = 78269.89
Independence AIC = 78319.89
Model AIC = 466.51
Saturated AIC = 650.00
Independence CAIC = 78464.10
Model CAIC = 1631.75
Saturated CAIC = 2524.76

Normed Fit Index (NFI) = 1.00
Non-Normed Fit Index (NNFI) = 1.00
Parsimony Normed Fit Index (PNFI) = 0.41
Comparative Fit Index (CFI) = 1.00
Incremental Fit Index (IFI) = 1.00
Relative Fit Index (RFI) = 1.00

Critical N (CN) = 2243.07

Root Mean Square Residual (RMR) = 0.0017
Standardized RMR = 0.0077
Goodness of Fit Index (GFI) = 0.99
Adjusted Goodness of Fit Index (AGFI) = 0.98
Parsimony Goodness of Fit Index (PGFI) = 0.38

TI Thinnakorn

Fitted Covariance Matrix

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	0.19					
Y2	0.13	0.20				
Y3	0.13	0.14	0.21			
Y4	0.12	0.13	0.13	0.20		
Y5	0.11	0.13	0.13	0.13	0.26	
Y6	0.12	0.14	0.14	0.12	0.14	0.21
Y7	0.12	0.13	0.12	0.13	0.11	0.14
Y8	0.12	0.13	0.12	0.12	0.12	0.14
Y9	0.11	0.13	0.12	0.12	0.11	0.14
Y10	0.12	0.13	0.13	0.13	0.12	0.14
Y11	0.12	0.13	0.12	0.13	0.10	0.13
Y12	0.12	0.12	0.12	0.12	0.11	0.13
Y13	0.11	0.12	0.11	0.10	0.15	0.16
Y14	0.10	0.12	0.12	0.11	0.12	0.14
Y15	0.12	0.13	0.12	0.12	0.12	0.14
Y16	0.10	0.12	0.11	0.11	0.10	0.12
Y17	0.10	0.11	0.10	0.10	0.09	0.12
X1	0.09	0.10	0.11	0.10	0.10	0.10
X2	0.10	0.11	0.11	0.11	0.09	0.11
X3	0.11	0.12	0.12	0.12	0.10	0.12
X4	0.11	0.11	0.11	0.11	0.09	0.11
X5	0.12	0.13	0.13	0.12	0.11	0.12
X6	0.12	0.13	0.13	0.12	0.11	0.12
X7	0.11	0.12	0.12	0.12	0.10	0.11
X8	0.11	0.12	0.12	0.11	0.10	0.10

Fitted Covariance Matrix

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	0.23					
Y8	0.15	0.25				
Y9	0.15	0.16	0.24			
Y10	0.16	0.16	0.17	0.25		
Y11	0.15	0.14	0.14	0.16	0.23	
Y12	0.15	0.15	0.15	0.16	0.17	0.23
Y13	0.12	0.12	0.13	0.10	0.10	0.08
Y14	0.14	0.13	0.13	0.13	0.12	0.12
Y15	0.14	0.14	0.15	0.14	0.13	0.13
Y16	0.13	0.12	0.13	0.13	0.12	0.12
Y17	0.12	0.11	0.12	0.12	0.12	0.12
X1	0.11	0.10	0.11	0.11	0.11	0.10
X2	0.11	0.11	0.11	0.11	0.10	0.10
X3	0.12	0.12	0.12	0.12	0.11	0.11
X4	0.10	0.12	0.11	0.11	0.10	0.11
X5	0.12	0.12	0.12	0.12	0.12	0.12
X6	0.12	0.12	0.12	0.13	0.12	0.12
X7	0.12	0.11	0.12	0.12	0.11	0.11
X8	0.12	0.11	0.11	0.12	0.11	0.12

Fitted Covariance Matrix

	Y13	Y14	Y15	Y16	Y17	X1
Y13	0.43					
Y14	0.19	0.24				
Y15	0.17	0.14	0.24			
Y16	0.14	0.14	0.16	0.21		

Y17	0.12	0.12	0.13	0.13	0.19	
X1	0.09	0.09	0.10	0.10	0.09	0.18
X2	0.10	0.10	0.11	0.10	0.10	0.11
X3	0.12	0.10	0.11	0.10	0.10	0.11
X4	0.10	0.10	0.11	0.10	0.09	0.10
X5	0.10	0.11	0.12	0.10	0.09	0.10
X6	0.10	0.10	0.12	0.10	0.09	0.11
X7	0.11	0.10	0.12	0.11	0.09	0.10
X8	0.07	0.10	0.11	0.10	0.09	0.10

Fitted Covariance Matrix

	X2	X3	X4	X5	X6	X7
X2	0.20					
X3	0.12	0.18				
X4	0.11	0.12	0.20			
X5	0.11	0.12	0.11	0.19		
X6	0.11	0.12	0.11	0.13	0.19	
X7	0.10	0.12	0.10	0.11	0.12	0.20
X8	0.09	0.10	0.10	0.11	0.11	0.12

Fitted Covariance Matrix

	X8
X8	0.21

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	0.00	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

	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	0.01	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	0.01					
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	-0.01	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	0.00	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

	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

```
- 5|7
- 4|7655411
- 3|8887432211110
- 2|987655542210
- 1|99999888766554333321100000
- 0|9988888877777776666666555555555544444444444433333333322222222222222211+23
  0|1111111112222222222222333333333333334444444444444444445555566666666677 77+20
  1|00000000001111122222333345555667777778 99
  2|01111222333344445578999
  3|0135567
  4|0678
  5|00
  6|3
```

Standardized Residuals

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	0.19					
Y2	0.26	0.01				
Y3	0.62	0.39	0.04			
Y4	0.68	0.64	0.85	0.12		
Y5	-0.26	-0.13	-0.48	-1.05	-0.33	
Y6	-0.74	-0.25	-1.26	-1.28	0.06	0.09
Y7	0.42	0.57	0.03	-0.62	-0.12	0.88
Y8	-0.38	-0.40	-0.18	-0.44	0.58	0.99
Y9	0.04	-0.35	0.21	-0.25	0.89	1.49
Y10	-0.39	-0.24	-0.07	-0.17	0.60	0.57
Y11	0.06	-0.15	0.44	-0.67	-0.66	-0.53
Y12	0.20	0.25	0.63	-0.12	0.19	-0.16
Y13	0.22	0.07	-0.22	-0.33	0.14	1.05
Y14	-0.30	0.15	-0.05	-0.42	1.06	1.18
Y15	-0.44	0.16	-0.20	-0.27	1.15	0.99
Y16	-0.12	0.56	-0.01	0.05	1.10	0.81
Y17	-0.60	0.01	-0.23	-0.49	0.30	0.56
X1	0.75	-0.08	0.82	-0.75	-0.55	-0.21
X2	-1.30	0.06	-1.55	-1.04	0.22	-0.14
X3	0.00	-0.73	0.14	0.91	-0.93	-0.60
X4	-1.36	-1.17	0.10	0.27	0.20	0.76
X5	0.08	-0.30	-0.10	0.18	-0.28	-1.10
X6	0.07	0.58	0.31	0.19	-0.16	-0.31
X7	1.43	0.76	1.17	0.38	-0.75	0.03
X8	-0.23	0.09	0.21	0.89	0.40	0.27

Standardized Residuals

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	-0.24					
Y8	0.48	1.44				
Y9	0.54	1.22	0.52			
Y10	-0.13	1.41	1.07	0.86		
Y11	-0.54	-0.10	0.64	1.47	0.56	
Y12	-0.47	0.68	0.83	0.59	0.66	0.49
Y13	0.36	-0.29	0.62	-0.21	-1.01	-0.25
Y14	-0.14	0.30	0.93	-0.04	-0.81	-0.59
Y15	0.15	0.00	0.67	-0.05	-0.60	-0.47
Y16	-0.72	0.12	0.23	0.27	0.20	0.23
Y17	0.10	0.69	1.12	0.77	0.66	0.90
X1	-0.29	-0.29	-0.15	1.47	1.56	1.47

X2	1.51	0.32	-0.60	-1.14	0.68	-0.92
X3	0.91	-1.53	-1.99	-0.07	0.46	-0.87
X4	1.44	1.02	0.91	1.95	0.68	0.68
X5	-0.19	-0.89	-1.50	-1.59	-1.40	-1.21
X6	-0.15	-0.65	-1.44	-1.04	-0.10	-1.04
X7	-0.13	-0.32	-0.55	-1.26	0.48	0.68
X8	-0.03	1.11	0.66	0.95	0.70	1.29

Standardized Residuals

	Y13	Y14	Y15	Y16	Y17	X1
Y13	1.49					
Y14	1.67	0.93				
Y15	1.56	0.62	1.29			
Y16	1.45	0.80	1.22	1.33		
Y17	0.26	0.01	0.13	0.62	0.80	
X1	-0.98	0.05	0.48	0.88	0.94	0.36
X2	0.07	0.47	-0.55	-0.98	-0.94	-0.24
X3	-0.34	0.36	0.94	1.07	0.89	-0.51
X4	-0.78	-0.72	-0.95	-0.23	-1.34	0.38
X5	0.46	-0.28	-0.36	-0.16	-0.68	0.93
X6	0.24	-0.29	-0.07	-0.25	-0.17	0.20
X7	0.19	0.34	0.56	0.86	0.72	0.22
X8	-1.21	-1.12	-0.54	-0.51	-0.23	1.47

Standardized Residuals

	X2	X3	X4	X5	X6	X7
X2	0.14					
X3	0.55	0.13				
X4	0.23	-0.17	-1.28			
X5	0.77	0.95	0.12	0.21		
X6	-0.56	0.58	0.95	-0.06	-0.21	
X7	-1.36	-0.71	-0.56	1.11	0.37	0.80
X8	-0.39	-0.06	-0.12	-0.52	0.54	-0.73

Standardized Residuals

	X8
X8	0.61

Summary Statistics for Standardized Residuals

Smallest Standardized Residual = -1.99
Median Standardized Residual = 0.09
Largest Standardized Residual = 1.95

Stemleaf Plot

```
-18|9
-16|
-14|953040
-12|6640886611
-10|742054441
- 8|885432971
- 6|855433221876520000
- 4|96655544321198774420
- 2|998654332100999988765555444333321110
- 0|98777666555443332222000877766554310 0
```

```
  0|11133445566677789900222334445568999 9
  2|000011122233345667770012466678899
  4|02466788892445666677888 9
  6|012222344666788888890256677
  8|000123566889990111333445599 9
 10|256770112578
 12|22993
 14|13445777799166
 16|7
 18|5
```

TI Thinnakorn

Qplot of Standardized Residuals

TI Thinnakorn

Modification Indices and Expected Change

Modification Indices for LAMBDA-Y

	EFECTIV	CLIMATE	PROCESS	COMPET
Y1	0.13	0.03	0.10	- -
Y2	0.02	0.02	0.00	- -
Y3	0.09	0.15	0.41	- -
Y4	0.22	0.01	0.57	- -
Y5	0.71	0.05	0.64	- -
Y6	0.66	0.98	- -	0.21
Y7	0.18	0.11	- -	0.42
Y8	0.00	0.01	- -	0.02
Y9	0.27	- -	1.12	0.08
Y10	0.22	- -	0.05	0.03
Y11	0.10	- -	0.06	0.22
Y12	0.07	- -	0.45	0.41
Y13	- -	0.05	0.05	0.03
Y14	- -	0.30	0.00	0.03
Y15	- -	0.16	0.00	0.00
Y16	- -	0.01	0.05	0.03
Y17	- -	0.61	0.00	0.01

Expected Change for LAMBDA-Y

	EFECTIV	CLIMATE	PROCESS	COMPET
Y1	-0.01	0.01	-0.03	- -
Y2	0.00	0.00	0.00	- -
Y3	-0.01	0.01	-0.04	- -
Y4	-0.02	0.00	-0.05	- -
Y5	0.04	0.01	0.08	- -
Y6	0.05	0.05	- -	-0.04
Y7	-0.02	0.05	- -	0.06
Y8	0.00	-0.02	- -	-0.01
Y9	0.03	- -	0.11	-0.04
Y10	0.02	- -	0.02	-0.02
Y11	-0.02	- -	-0.03	0.07
Y12	0.03	- -	0.07	1.02
Y13	- -	0.02	0.02	0.01
Y14	- -	-0.02	0.00	-0.01
Y15	- -	-0.01	0.00	0.00
Y16	- -	0.00	-0.02	-0.01
Y17	- -	0.03	0.00	0.00

Standardized Expected Change for LAMBDA-Y

	EFECTIV	CLIMATE	PROCESS	COMPET
Y1	-0.01	0.01	-0.03	- -
Y2	0.00	0.00	0.00	- -
Y3	-0.01	0.01	-0.04	- -
Y4	-0.02	0.00	-0.05	- -
Y5	0.04	0.01	0.08	- -
Y6	0.05	0.05	- -	-0.04
Y7	-0.02	0.05	- -	0.06
Y8	0.00	-0.02	- -	-0.01
Y9	0.03	- -	0.11	-0.04

Y10	0.02	- -	0.02	-0.02
Y11	-0.02	- -	-0.03	0.07
Y12	0.03	- -	0.07	1.02
Y13	- -	0.02	0.02	0.01
Y14	- -	-0.02	0.00	-0.01
Y15	- -	-0.01	0.00	0.00
Y16	- -	0.00	-0.02	-0.01
Y17	- -	0.03	0.00	0.00

Completely Standardized Expected Change for LAMBDA-Y

	EFECTIV	CLIMATE	PROCESS	COMPET
Y1	-0.03	0.02	-0.06	- -
Y2	0.01	-0.01	0.01	- -
Y3	-0.02	0.03	-0.10	- -
Y4	-0.04	-0.01	-0.12	- -
Y5	0.08	0.02	0.17	- -
Y6	0.12	0.10	- -	-0.09
Y7	-0.05	0.10	- -	0.12
Y8	0.00	-0.03	- -	-0.03
Y9	0.06	- -	0.23	-0.08
Y10	0.05	- -	0.05	-0.05
Y11	-0.03	- -	-0.06	0.14
Y12	0.07	- -	0.14	2.14
Y13	- -	0.04	0.04	0.02
Y14	- -	-0.04	0.01	-0.02
Y15	- -	-0.03	0.00	0.00
Y16	- -	0.01	-0.05	-0.02
Y17	- -	0.06	-0.01	0.01

Modification Indices for LAMBDA-X

	CHARACT	SITUAT
X1	0.62	- -
X2	0.50	- -
X3	0.47	- -
X4	0.44	- -
X5	- -	1.26
X6	- -	0.07
X7	- -	0.03
X8	- -	0.24

Expected Change for LAMBDA-X

	CHARACT	SITUAT
X1	0.06	- -
X2	-0.05	- -
X3	-0.06	- -
X4	0.05	- -
X5	- -	0.07
X6	- -	0.02
X7	- -	-0.01
X8	- -	-0.05

Standardized Expected Change for LAMBDA-X

	CHARACT	SITUAT
X1	0.06	- -

X2	-0.05	- -
X3	-0.06	- -
X4	0.05	- -
X5	- -	0.07
X6	- -	0.02
X7	- -	-0.01
X8	- -	-0.05

Completely Standardized Expected Change for LAMBDA-X

	CHARACT	SITUAT
X1	0.14	- -
X2	-0.11	- -
X3	-0.14	- -
X4	0.11	- -
X5	- -	0.17
X6	- -	0.04
X7	- -	-0.03
X8	- -	-0.10

Modification Indices for BETA

	EFECTIV	CLIMATE	PROCESS	COMPET
EFECTIV	- -	- -	- -	0.07
CLIMATE	2.71	- -	2.66	- -
PROCESS	0.11	1.16	- -	- -
COMPET	1.36	2.18	0.91	- -

Expected Change for BETA

	EFECTIV	CLIMATE	PROCESS	COMPET
EFECTIV	- -	- -	- -	-0.34
CLIMATE	0.43	- -	0.39	- -
PROCESS	0.06	0.14	- -	- -
COMPET	0.21	0.09	1.90	- -

Standardized Expected Change for BETA

	EFECTIV	CLIMATE	PROCESS	COMPET
EFECTIV	- -	- -	- -	-0.34
CLIMATE	0.43	- -	0.39	- -
PROCESS	0.06	0.14	- -	- -
COMPET	0.21	0.09	1.90	- -

Modification Indices for GAMMA

	CHARACT	SITUAT
EFECTIV	- -	- -
CLIMATE	2.18	- -
PROCESS	- -	0.91
COMPET	- -	- -

Expected Change for GAMMA

	CHARACT	SITUAT
EFECTIV	- -	- -

CLIMATE	-0.34	- -
PROCESS	- -	0.25
COMPET	- -	- -

Standardized Expected Change for GAMMA

	CHARACT	SITUAT
EFECTIV	- -	- -
CLIMATE	-0.34	- -
PROCESS	- -	0.25
COMPET	- -	- -

No Non-Zero Modification Indices for PHI

Modification Indices for PSI

	EFECTIV	CLIMATE	PROCESS	COMPET
EFECTIV	- -			
CLIMATE	0.07	- -		
PROCESS	0.07	1.14	- -	
COMPET	0.07	2.18	0.91	- -

Expected Change for PSI

	EFECTIV	CLIMATE	PROCESS	COMPET
EFECTIV	- -			
CLIMATE	0.09	- -		
PROCESS	-0.01	0.03	- -	
COMPET	-0.02	0.02	-0.11	- -

Standardized Expected Change for PSI

	EFECTIV	CLIMATE	PROCESS	COMPET
EFECTIV	- -			
CLIMATE	0.09	- -		
PROCESS	-0.01	0.03	- -	
COMPET	-0.02	0.02	-0.11	- -

Modification Indices for THETA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	- -					
Y2	- -	- -				
Y3	- -	- -	- -			
Y4	- -	- -	- -	- -		
Y5	- -	- -	- -	- -	- -	
Y6	- -	0.00	0.48	- -	- -	- -
Y7	- -	- -	- -	0.31	- -	- -
Y8	- -	- -	- -	- -	- -	- -
Y9	- -	0.24	- -	- -	0.65	1.26
Y10	- -	- -	0.03	0.00	- -	- -
Y11	0.07	- -	- -	- -	0.64	- -
Y12	- -	0.05	0.44	- -	0.00	- -
Y13	0.07	- -	- -	- -	- -	- -
Y14	- -	0.03	0.05	- -	- -	- -
Y15	0.16	- -	- -	- -	- -	- -
Y16	- -	0.14	0.20	0.01	0.71	0.14

Y17	- -	0.01	- -	0.10	0.00	- -

Modification Indices for THETA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	- -					
Y8	0.07	- -				
Y9	- -	- -	- -			
Y10	- -	- -	- -	- -		
Y11	- -	- -	- -	- -	- -	
Y12	- -	- -	- -	0.07	- -	- -
Y13	- -	- -	- -	- -	- -	- -
Y14	- -	0.04	- -	0.00	0.31	- -
Y15	0.11	- -	- -	0.00	0.21	- -
Y16	0.68	0.00	0.06	- -	0.21	- -
Y17	0.02	- -	0.36	0.04	- -	- -

Modification Indices for THETA-EPS

	Y13	Y14	Y15	Y16	Y17
Y13	- -				
Y14	- -	- -			
Y15	- -	0.09	- -		
Y16	- -	- -	- -	- -	
Y17	0.00	0.01	0.04	- -	- -

Expected Change for THETA-EPS

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

Expected Change for THETA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	- -					
Y8	0.00	- -				
Y9	- -	- -	- -			
Y10	- -	- -	- -	- -		
Y11	- -	- -	- -	- -	- -	
Y12	- -	- -	- -	-0.06	- -	- -
Y13	- -	- -	- -	- -	- -	- -
Y14	- -	0.00	- -	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	- -	- -

Expected Change for THETA-EPS

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

Completely Standardized Expected Change for THETA-EPS

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

Completely Standardized Expected Change for THETA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	- -					
Y8	0.01	- -				
Y9	- -	- -	- -			
Y10	- -	- -	- -	- -		
Y11	- -	- -	- -	- -	- -	
Y12	- -	- -	- -	-0.24	- -	- -
Y13	- -	- -	- -	- -	- -	- -
Y14	- -	0.00	- -	0.00	-0.01	- -
Y15	0.00	- -	- -	0.00	-0.01	- -
Y16	-0.01	0.00	0.00	- -	0.01	- -
Y17	0.00	- -	0.01	0.00	- -	- -

Completely Standardized Expected Change for THETA-EPS

	Y13	Y14	Y15	Y16	Y17
Y13	- -				
Y14	- -	- -			
Y15	- -	0.01	- -		
Y16	- -	- -	- -	- -	
Y17	0.00	0.00	0.00	- -	- -

Modification Indices for THETA-DELTA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
X1	- -	- -	0.65	1.15	- -	- -
X2	- -	0.36	1.95	1.06	0.64	- -
X3	- -	0.45	0.02	1.32	0.65	0.52
X4	1.32	0.61	0.09	0.02	0.05	1.36
X5	0.15	0.03	0.00	0.06	0.00	0.67
X6	0.02	0.27	- -	0.00	0.00	0.07
X7	1.06	0.08	0.56	0.00	1.01	- -
X8	0.11	0.02	0.05	0.60	0.12	- -

Modification Indices for THETA-DELTA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
X1	1.27	0.40	0.12	1.50	- -	1.79
X2	2.79	0.65	0.02	2.01	1.01	1.10
X3	0.63	0.96	2.04	0.24	0.27	1.35
X4	- -	- -	0.71	1.54	0.00	0.20
X5	0.02	0.05	- -	- -	1.06	0.01
X6	- -	0.00	- -	0.17	0.09	0.53
X7	0.05	0.00	0.04	2.28	- -	0.74
X8	0.08	1.09	- -	0.43	0.08	- -

Modification Indices for THETA-DELTA-EPS

	Y13	Y14	Y15	Y16	Y17
X1	0.57	- -	0.44	- -	- -
X2	0.10	0.83	0.42	0.52	- -
X3	- -	- -	1.13	0.30	0.87
X4	0.03	0.47	0.59	0.08	2.30
X5	0.67	- -	- -	0.00	- -
X6	- -	- -	0.01	0.08	- -
X7	- -	0.23	- -	- -	0.14
X8	- -	1.10	0.05	0.06	0.00

Expected Change for THETA-DELTA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
X1	- -	- -	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	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
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	- -	0.00
X2	0.01	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
X5	0.00	0.00	- -	- -	0.00	0.00
X6	- -	0.00	- -	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	- -

Expected Change for THETA-DELTA-EPS

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

Completely Standardized Expected Change for THETA-DELTA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
X1	-0.02	-0.01	0.00	0.02	- -	0.02
X2	0.03	0.01	0.00	-0.02	0.02	-0.01
X3	0.01	-0.01	-0.02	0.01	0.01	-0.01
X4	- -	- -	0.01	0.02	0.00	0.01
X5	0.00	0.00	- -	- -	-0.01	0.00
X6	- -	0.00	- -	-0.01	0.00	-0.01
X7	0.00	0.00	0.00	-0.02	- -	0.01
X8	0.00	0.02	- -	0.01	0.00	- -

Completely Standardized Expected Change for THETA-DELTA-EPS

	Y13	Y14	Y15	Y16	Y17
X1	-0.02	- -	0.01	- -	- -
X2	-0.01	0.02	-0.01	-0.01	- -
X3	- -	- -	0.01	0.01	0.01
X4	0.00	-0.01	-0.01	0.00	-0.03
X5	0.02	- -	- -	0.00	- -
X6	- -	- -	0.00	0.00	- -
X7	- -	0.01	- -	- -	0.01
X8	- -	-0.02	0.00	0.00	0.00

Modification Indices for THETA-DELTA

	X1	X2	X3	X4	X5	X6
X1	- -					
X2	- -	- -				
X3	0.42	0.26	- -			

X4	- -	0.12	0.05	- -		
X5	- -	0.70	0.26	0.00	- -	
X6	0.05	0.04	0.38	- -	0.01	- -
X7	0.13	- -	0.66	- -	- -	- -
X8	- -	- -	- -	0.03	- -	- -

Modification Indices for THETA-DELTA

	X7	X8
X7	- -	
X8	1.08	- -

Expected Change for THETA-DELTA

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

Expected Change for THETA-DELTA

	X7	X8
X7	- -	
X8	0.00	- -

Completely Standardized Expected Change for THETA-DELTA

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

Completely Standardized Expected Change for THETA-DELTA

	X7	X8
X7	- -	
X8	-0.02	- -

Maximum Modification Index is 2.79 for Element (2, 7) of THETA DELTA-EPSILON

TI Thinnakorn

Factor Scores Regressions

ETA

	Y1	Y2	Y3	Y4	Y5	Y6
EFECTIV	0.20	0.02	0.20	0.13	-0.14	0.11
CLIMATE	0.12	0.03	0.13	0.02	-0.07	0.05
PROCESS	0.32	0.16	0.28	0.23	-0.11	0.52
COMPET	0.23	0.10	0.16	0.15	-0.08	0.38

ETA

	Y7	Y8	Y9	Y10	Y11	Y12
EFECTIV	0.15	0.12	0.10	0.10	0.03	-0.07
CLIMATE	-0.17	-0.29	0.74	0.55	0.41	0.41
PROCESS	0.43	0.35	0.10	-0.02	-0.07	-0.13
COMPET	0.28	0.20	0.13	-0.01	-0.04	-0.11

ETA

	Y13	Y14	Y15	Y16	Y17	X1
EFECTIV	0.04	0.34	0.42	0.26	0.40	0.06
CLIMATE	0.14	-0.02	0.00	0.03	-0.01	0.00
PROCESS	-0.03	0.08	0.07	0.09	0.13	0.08
COMPET	-0.01	0.05	-0.02	0.03	0.10	0.11

ETA

	X2	X3	X4	X5	X6	X7
EFECTIV	-0.01	0.09	0.03	-0.04	0.09	-0.09
CLIMATE	0.01	0.00	0.01	0.18	0.09	0.02
PROCESS	-0.03	0.04	0.01	0.00	0.04	0.02
COMPET	0.04	0.12	0.07	0.24	0.26	0.20

ETA

	X8
EFECTIV	0.04
CLIMATE	0.09
PROCESS	0.07
COMPET	0.22

KSI

	Y1	Y2	Y3	Y4	Y5	Y6
CHARACT	0.18	0.10	0.08	0.10	-0.02	0.12
SITUAT	0.18	0.02	0.02	0.04	-0.04	0.11

KSI

	Y7	Y8	Y9	Y10	Y11	Y12
CHARACT	0.04	-0.02	0.22	0.05	0.02	-0.03
SITUAT	0.06	-0.02	0.10	0.01	-0.02	-0.04

KSI

	Y13	Y14	Y15	Y16	Y17	X1

CHARACT	0.02	0.01	-0.12	-0.03	0.04	0.13
SITUAT	-0.01	0.09	-0.01	0.00	0.02	0.34

KSI

	X2	X3	X4	X5	X6	X7
CHARACT	0.11	0.19	0.12	0.42	0.41	0.32
SITUAT	0.26	0.56	0.33	0.19	0.21	0.18

KSI

	X8
CHARACT	0.32
SITUAT	0.23

TI Thinnakorn

Standardized Solution

LAMBDA-Y

	EFECTIV	CLIMATE	PROCESS	COMPET
Y1	- -	- -	- -	0.34
Y2	- -	- -	- -	0.36
Y3	- -	- -	- -	0.36
Y4	- -	- -	- -	0.35
Y5	- -	- -	- -	0.31
Y6	- -	- -	0.38	- -
Y7	- -	- -	0.39	- -
Y8	- -	- -	0.38	- -
Y9	- -	0.42	- -	- -
Y10	- -	0.42	- -	- -
Y11	- -	0.39	- -	- -
Y12	- -	0.39	- -	- -
Y13	0.36	- -	- -	- -
Y14	0.37	- -	- -	- -
Y15	0.39	- -	- -	- -
Y16	0.36	- -	- -	- -
Y17	0.33	- -	- -	- -

LAMBDA-X

	CHARACT	SITUAT
X1	- -	0.32
X2	- -	0.33
X3	- -	0.36
X4	- -	0.33
X5	0.36	- -
X6	0.36	- -
X7	0.34	- -
X8	0.34	- -

BETA

	EFECTIV	CLIMATE	PROCESS	COMPET
EFECTIV	- -	0.27	0.67	- -
CLIMATE	- -	- -	- -	0.86

PROCESS	- -	- -	- -	2.35
COMPET	- -	- -	- -	- -

GAMMA

	CHARACT	SITUAT
EFECTIV	-0.24	0.25
CLIMATE	- -	0.02
PROCESS	-1.41	- -
COMPET	0.87	0.11

Correlation Matrix of ETA and KSI

	EFECTIV	CLIMATE	PROCESS	COMPET	CHARACT	SITUAT
EFECTIV	1.00					
CLIMATE	0.84	1.00				
PROCESS	0.90	0.86	1.00			
COMPET	0.89	0.88	0.98	1.00		
CHARACT	0.81	0.85	0.88	0.97	1.00	
SITUAT	0.82	0.82	0.85	0.93	0.94	1.00

PSI
Note: This matrix is diagonal.

EFECTIV	CLIMATE	PROCESS	COMPET
0.16	0.23	-0.06	0.05

Regression Matrix ETA on KSI (Standardized)

	CHARACT	SITUAT
EFECTIV	0.38	0.46
CLIMATE	0.75	0.11
PROCESS	0.63	0.27
COMPET	0.87	0.11

TI Thinnakorn

Completely Standardized Solution

LAMBDA-Y

	EFECTIV	CLIMATE	PROCESS	COMPET
Y1	- -	- -	- -	0.79
Y2	- -	- -	- -	0.82
Y3	- -	- -	- -	0.80
Y4	- -	- -	- -	0.78
Y5	- -	- -	- -	0.60
Y6	- -	- -	0.84	- -
Y7	- -	- -	0.81	- -
Y8	- -	- -	0.77	- -
Y9	- -	0.86	- -	- -
Y10	- -	0.86	- -	- -
Y11	- -	0.80	- -	- -
Y12	- -	0.81	- -	- -
Y13	0.55	- -	- -	- -
Y14	0.74	- -	- -	- -
Y15	0.80	- -	- -	- -

Y16	0.77	- -	- -	- -
Y17	0.76	- -	- -	- -

LAMBDA-X

	CHARACT	SITUAT
X1	- -	0.75
X2	- -	0.73
X3	- -	0.84
X4	- -	0.75
X5	0.83	- -
X6	0.84	- -
X7	0.78	- -
X8	0.74	- -

BETA

	EFECTIV	CLIMATE	PROCESS	COMPET
EFECTIV	- -	0.27	0.67	- -
CLIMATE	- -	- -	- -	0.86
PROCESS	- -	- -	- -	2.35
COMPET	- -	- -	- -	- -

GAMMA

	CHARACT	SITUAT
EFECTIV	-0.24	0.25
CLIMATE	- -	0.02
PROCESS	-1.41	- -
COMPET	0.87	0.11

Correlation Matrix of ETA and KSI

	EFECTIV	CLIMATE	PROCESS	COMPET	CHARACT	SITUAT
EFECTIV	1.00					
CLIMATE	0.84	1.00				
PROCESS	0.90	0.86	1.00			
COMPET	0.89	0.88	0.98	1.00		
CHARACT	0.81	0.85	0.88	0.97	1.00	
SITUAT	0.82	0.82	0.85	0.93	0.94	1.00

PSI
Note: This matrix is diagonal.

EFECTIV	CLIMATE	PROCESS	COMPET
0.16	0.23	-0.06	0.05

THETA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	0.38					
Y2	0.05	0.33				
Y3	0.03	0.05	0.37			
Y4	0.01	0.03	0.04	0.39		
Y5	0.02	0.08	0.08	0.10	0.64	
Y6	-0.05	- -	- -	-0.03	0.10	0.29

Y7	-0.04	-0.03	-0.07	- -	-0.03	-0.03
Y8	-0.05	-0.04	-0.07	-0.06	0.02	-0.01
Y9	-0.05	- -	-0.06	-0.03	- -	- -
Y10	-0.02	-0.04	- -	- -	0.03	0.01
Y11	- -	0.01	-0.02	0.04	- -	0.02
Y12	0.01	- -	- -	0.03	- -	0.01
Y13	- -	0.02	-0.03	-0.04	0.16	0.12
Y14	-0.04	- -	- -	-0.02	0.08	0.04
Y15	- -	0.03	-0.05	-0.02	0.05	0.02
Y16	-0.03	- -	- -	- -	- -	- -
Y17	-0.02	- -	-0.02	- -	- -	0.03

THETA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
Y7	0.34					
Y8	- -	0.41				
Y9	0.03	0.10	0.26			
Y10	0.05	0.09	-0.02	0.27		
Y11	0.09	0.07	-0.08	-0.02	0.36	
Y12	0.08	0.09	-0.06	- -	0.07	0.34
Y13	-0.02	-0.01	0.03	-0.08	-0.04	-0.11
Y14	0.03	- -	0.02	- -	- -	0.02
Y15	- -	0.03	0.03	- -	- -	0.00
Y16	- -	- -	- -	0.02	- -	0.03
Y17	- -	-0.03	- -	- -	0.03	0.06

THETA-EPS

	Y13	Y14	Y15	Y16	Y17
Y13	0.70				
Y14	0.17	0.45			
Y15	0.10	- -	0.36		
Y16	0.03	0.03	0.08	0.40	
Y17	- -	- -	- -	0.06	0.43

THETA-DELTA-EPS

	Y1	Y2	Y3	Y4	Y5	Y6
X1	-0.05	-0.01	- -	- -	0.04	-0.03
X2	-0.03	- -	- -	- -	- -	0.02
X3	-0.04	- -	- -	- -	- -	- -
X4	- -	- -	- -	- -	- -	- -
X5	- -	- -	- -	- -	- -	- -
X6	- -	- -	0.02	- -	- -	- -
X7	- -	- -	- -	- -	- -	-0.05
X8	- -	- -	- -	- -	- -	-0.06

THETA-DELTA-EPS

	Y7	Y8	Y9	Y10	Y11	Y12
X1	- -	- -	- -	- -	0.03	- -
X2	- -	- -	- -	- -	- -	- -
X3	- -	- -	- -	- -	- -	- -
X4	-0.04	0.03	- -	- -	- -	- -
X5	- -	- -	-0.05	-0.03	- -	- -
X6	-0.03	- -	-0.04	- -	- -	- -
X7	- -	- -	- -	- -	-0.03	- -

X8	- -	- -	-0.03	- -	- -	0.03

THETA-DELTA-EPS

	Y13	Y14	Y15	Y16	Y17
X1	- -	-0.04	- -	0.02	0.03
X2	- -	- -	- -	- -	0.03
X3	0.04	-0.02	- -	- -	- -
X4	- -	- -	- -	- -	- -
X5	- -	0.01	0.04	- -	-0.03
X6	-0.03	-0.04	- -	- -	-0.04
X7	0.04	- -	0.04	0.04	- -
X8	-0.11	- -	- -	- -	- -

THETA-DELTA

	X1	X2	X3	X4	X5	X6
X1	0.44					
X2	0.03	0.46				
X3	- -	- -	0.29			
X4	-0.04	- -	- -	0.44		
X5	-0.03	- -	- -	- -	0.32	
X6	- -	- -	- -	-0.03	- -	0.30
X7	- -	-0.05	- -	-0.04	-0.05	-0.03
X8	-0.03	-0.05	-0.07	- -	-0.04	-0.05

THETA-DELTA

	X7	X8
X7	0.39	
X8	- -	0.45

Regression Matrix ETA on KSI (Standardized)

	CHARACT	SITUAT
EFECTIV	0.38	0.46
CLIMATE	0.75	0.11
PROCESS	0.63	0.27
COMPET	0.87	0.11

TI Thinnakorn

Total and Indirect Effects

Total Effects of KSI on ETA

	CHARACT	SITUAT
EFECTIV	0.38	0.46
	(0.15)	(0.15)
	2.55	3.00
CLIMATE	0.75	0.11
	(0.12)	(0.12)
	6.06	0.93
PROCESS	0.63	0.27
	(0.14)	(0.14)

	4.54	1.92
COMPET	0.87	0.11
	(0.08)	(0.08)
	10.36	1.48

Indirect Effects of KSI on ETA

	CHARACT	SITUAT
EFECTIV	0.62	0.21
	(0.14)	(0.11)
	4.28	1.83
CLIMATE	0.75	0.10
	(0.12)	(0.06)
	6.06	1.54
PROCESS	2.03	0.27
	(0.81)	(0.14)
	2.52	1.92
COMPET	- -	- -

Total Effects of ETA on ETA

	EFECTIV	CLIMATE	PROCESS	COMPET
EFECTIV	- -	0.27	0.67	1.80
		(0.07)	(0.11)	(0.59)
		3.64	6.37	3.04
CLIMATE	- -	- -	- -	0.86
				(0.10)
				8.56
PROCESS	- -	- -	- -	2.35
				(0.78)
				3.02
COMPET	- -	- -	- -	- -

Largest Eigenvalue of B*B' (Stability Index) is 6.249

Indirect Effects of ETA on ETA

	EFECTIV	CLIMATE	PROCESS	COMPET
EFECTIV	- -	- -	- -	1.80
				(0.59)
				3.04
CLIMATE	- -	- -	- -	- -
PROCESS	- -	- -	- -	- -
COMPET	- -	- -	- -	- -

Total Effects of ETA on Y

	EFECTIV	CLIMATE	PROCESS	COMPET
Y1	- -	- -	- -	0.34
Y2	- -	- -	- -	0.36 (0.01) 28.95
Y3	- -	- -	- -	0.36 (0.01) 26.97
Y4	- -	- -	- -	0.35 (0.01) 25.53
Y5	- -	- -	- -	0.31 (0.02) 18.81
Y6	- -	- -	0.38	0.90 (0.30) 3.02
Y7	- -	- -	0.39 (0.01) 26.64	0.92 (0.31) 3.00
Y8	- -	- -	0.38 (0.02) 24.69	0.89 (0.30) 2.98
Y9	- -	0.42	- -	0.36 (0.04) 8.56
Y10	- -	0.42 (0.01) 28.71	- -	0.37 (0.04) 8.56
Y11	- -	0.39 (0.02) 23.51	- -	0.33 (0.04) 8.45
Y12	- -	0.39 (0.02) 24.50	- -	0.33 (0.04) 8.50
Y13	0.36	0.10 (0.03) 3.64	0.24 (0.04) 6.37	0.65 (0.21) 3.04
Y14	0.37 (0.02) 17.20	0.10 (0.03) 3.67	0.25 (0.04) 6.67	0.66 (0.21) 3.08
Y15	0.39 (0.02) 16.67	0.10 (0.03) 3.69	0.26 (0.04) 6.69	0.71 (0.23) 3.08

Y16	0.36	0.09	0.24	0.64
	(0.02)	(0.03)	(0.04)	(0.21)
	15.29	3.68	6.70	3.08
Y17	0.33	0.09	0.22	0.60
	(0.02)	(0.02)	(0.03)	(0.19)
	14.89	3.67	6.69	3.08

Indirect Effects of ETA on Y

	EFECTIV	CLIMATE	PROCESS	COMPET
Y1	- -	- -	- -	- -
Y2	- -	- -	- -	- -
Y3	- -	- -	- -	- -
Y4	- -	- -	- -	- -
Y5	- -	- -	- -	- -
Y6	- -	- -	- -	0.90
				(0.30)
				3.02
Y7	- -	- -	- -	0.92
				(0.31)
				3.00
Y8	- -	- -	- -	0.89
				(0.30)
				2.98
Y9	- -	- -	- -	0.36
				(0.04)
				8.56
Y10	- -	- -	- -	0.37
				(0.04)
				8.56
Y11	- -	- -	- -	0.33
				(0.04)
				8.45
Y12	- -	- -	- -	0.33
				(0.04)
				8.50
Y13	- -	0.10	0.24	0.65
		(0.03)	(0.04)	(0.21)
		3.64	6.37	3.04
Y14	- -	0.10	0.25	0.66
		(0.03)	(0.04)	(0.21)
		3.67	6.67	3.08
Y15	- -	0.10	0.26	0.71
		(0.03)	(0.04)	(0.23)
		3.69	6.69	3.08

Y16	- -	0.09	0.24	0.64
		(0.03)	(0.04)	(0.21)
		3.68	6.70	3.08
Y17*	- -	0.09	0.22	0.60
		(0.02)	(0.03)	(0.19)
		3.67	6.69	3.08

Total Effects of KSI on Y

	CHARACT	SITUAT
Y1	0.30	0.04
	(0.03)	(0.03)
	10.36	1.48
Y2	0.32	0.04
	(0.03)	(0.03)
	10.46	1.48
Y3	0.31	0.04
	(0.03)	(0.03)
	10.41	1.48
Y4	0.30	0.04
	(0.03)	(0.03)
	10.38	1.48
Y5	0.27	0.04
	(0.03)	(0.02)
	9.68	1.47
Y6	0.24	0.10
	(0.05)	(0.05)
	4.54	1.92
Y7	0.25	0.10
	(0.05)	(0.05)
	4.52	1.92
Y8	0.24	0.10
	(0.05)	(0.05)
	4.51	1.92
Y9	0.31	0.05
	(0.05)	(0.05)
	6.06	0.93
Y10	0.32	0.05
	(0.05)	(0.05)
	6.02	0.93
Y11	0.29	0.04
	(0.05)	(0.05)
	5.98	0.93
Y12	0.29	0.04
	(0.05)	(0.05)
	5.99	0.93

Y13	0.14	0.16
	(0.05)	(0.05)
	2.55	3.00
Y14	0.14	0.17
	(0.05)	(0.05)
	2.56	3.05
Y15	0.15	0.18
	(0.06)	(0.06)
	2.56	3.06
Y16	0.14	0.16
	(0.05)	(0.05)
	2.56	3.05
Y17	0.13	0.15
	(0.05)	(0.05)
	2.56	3.04

TI Thinnakorn

Standardized Total and Indirect Effects

Standardized Total Effects of KSI on ETA

	CHARACT	SITUAT
EFECTIV	0.38	0.46
CLIMATE	0.75	0.11
PROCESS	0.63	0.27
COMPET	0.87	0.11

Standardized Indirect Effects of KSI on ETA

	CHARACT	SITUAT
EFECTIV	0.62	0.21
CLIMATE	0.75	0.10
PROCESS	2.03	0.27
COMPET	- -	- -

Standardized Total Effects of ETA on ETA

	EFECTIV	CLIMATE	PROCESS	COMPET
EFECTIV	- -	0.27	0.67	1.80
CLIMATE	- -	- -	- -	0.86
PROCESS	- -	- -	- -	2.35
COMPET	- -	- -	- -	- -

Standardized Indirect Effects of ETA on ETA

	EFECTIV	CLIMATE	PROCESS	COMPET
EFECTIV	- -	- -	- -	1.80
CLIMATE	- -	- -	- -	- -
PROCESS	- -	- -	- -	- -
COMPET	- -	- -	- -	- -

Standardized Total Effects of ETA on Y

	EFECTIV	CLIMATE	PROCESS	COMPET
Y1	- -	- -	- -	0.34
Y2	- -	- -	- -	0.36
Y3	- -	- -	- -	0.36
Y4	- -	- -	- -	0.35
Y5	- -	- -	- -	0.31
Y6	- -	- -	0.38	0.90
Y7	- -	- -	0.39	0.92
Y8	- -	- -	0.38	0.89
Y9	- -	0.42	- -	0.36
Y10	- -	0.42	- -	0.37
Y11	- -	0.39	- -	0.33
Y12	- -	0.39	- -	0.33
Y13	0.36	0.10	0.24	0.65
Y14	0.37	0.10	0.25	0.66
Y15	0.39	0.10	0.26	0.71
Y16	0.36	0.09	0.24	0.64
Y17	0.33	0.09	0.22	0.60

Completely Standardized Total Effects of ETA on Y

	EFECTIV	CLIMATE	PROCESS	COMPET
Y1	- -	- -	- -	0.79
Y2	- -	- -	- -	0.82
Y3	- -	- -	- -	0.80
Y4	- -	- -	- -	0.78
Y5	- -	- -	- -	0.60
Y6	- -	- -	0.84	1.97
Y7	- -	- -	0.81	1.91
Y8	- -	- -	0.77	1.80
Y9	- -	0.86	- -	0.74
Y10	- -	0.86	- -	0.74
Y11	- -	0.80	- -	0.69
Y12	- -	0.81	- -	0.70
Y13	0.55	0.15	0.37	0.99
Y14	0.74	0.20	0.50	1.34
Y15	0.80	0.21	0.54	1.44
Y16	0.77	0.21	0.52	1.40
Y17	0.76	0.20	0.51	1.37

Standardized Indirect Effects of ETA on Y

	EFECTIV	CLIMATE	PROCESS	COMPET
Y1	- -	- -	- -	- -
Y2	- -	- -	- -	- -
Y3	- -	- -	- -	- -
Y4	- -	- -	- -	- -
Y5	- -	- -	- -	- -
Y6	- -	- -	- -	0.90
Y7	- -	- -	- -	0.92
Y8	- -	- -	- -	0.89
Y9	- -	- -	- -	0.36
Y10	- -	- -	- -	0.37
Y11	- -	- -	- -	0.33
Y12	- -	- -	- -	0.33
Y13	- -	0.10	0.24	0.65
Y14	- -	0.10	0.25	0.66
Y15	- -	0.10	0.26	0.71

Y16	- -	0.09	0.24	0.64
Y17	- -	0.09	0.22	0.60

Completely Standardized Indirect Effects of ETA on Y

	EFECTIV	CLIMATE	PROCESS	COMPET
Y1	- -	- -	- -	- -
Y2	- -	- -	- -	- -
Y3	- -	- -	- -	- -
Y4	- -	- -	- -	- -
Y5	- -	- -	- -	- -
Y6	- -	- -	- -	1.97
Y7	- -	- -	- -	1.91
Y8	- -	- -	- -	1.80
Y9	- -	- -	- -	0.74
Y10	- -	- -	- -	0.74
Y11	- -	- -	- -	0.69
Y12	- -	- -	- -	0.70
Y13	- -	0.15	0.37	0.99
Y14	- -	0.20	0.50	1.34
Y15	- -	0.21	0.54	1.44
Y16	- -	0.21	0.52	1.40
Y17	- -	0.20	0.51	1.37

Standardized Total Effects of KSI on Y

	CHARACT	SITUAT
Y1	0.30	0.04
Y2	0.32	0.04
Y3	0.31	0.04
Y4	0.30	0.04
Y5	0.27	0.04
Y6	0.24	0.10
Y7	0.25	0.10
Y8	0.24	0.10
Y9	0.31	0.05
Y10	0.32	0.05
Y11	0.29	0.04
Y12	0.29	0.04
Y13	0.14	0.16
Y14	0.14	0.17
Y15	0.15	0.18
Y16	0.14	0.16
Y17	0.13	0.15

Completely Standardized Total Effects of KSI on Y

	CHARACT	SITUAT
Y1	0.68	0.09
Y2	0.71	0.09
Y3	0.69	0.09
Y4	0.68	0.09
Y5	0.52	0.07
Y6	0.53	0.22
Y7	0.51	0.22
Y8	0.48	0.20
Y9	0.64	0.10
Y10	0.64	0.10
Y11	0.60	0.09

Y12	0.61	0.09
Y13	0.21	0.25
Y14	0.29	0.34
Y15	0.31	0.37
Y16	0.30	0.35
Y17	0.29	0.35

Time used: 0.374 Seconds