

ภาคผนวก จ

ผลการวิเคราะห์ข้อมูล

มหาวิทยาลัยราชภัฏสุราษฎร์ธานี

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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:\teamwara321.LPJ:

```

TI teamwara321
!DA NI=23 NO=321 NG=1 MA=CM
SY='D:\teamwaraporn.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 /
MO NX=4 NY=19 NK=1 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
SCHOOLEFEC TEAMTASK TEAMCHAR TEAMPRO
LK
ORGANIZ
FR LY(1,2) LY(2,2) LY(3,2) LY(4,2) LY(5,2) LY(6,3) LY(7,3) LY(8,3) LY(9,3)
FR LY(10,3) LY(11,4) LY(12,4) LY(13,4) LY(14,4) LY(15,4) LY(16,4) LY(17,1) LY(18,1)
FR LY(19,1) LX(1,1) LX(2,1) LX(3,1) LX(4,1) BE(1,2) BE(1,3) BE(1,4) BE(4,2)
FR BE(4,3) GA(2,1) GA(3,1) GA(4,1)
FR TH 4 5 TH 4 8 TH 4 9 TH 3 9 TH 1 5 TH 2 9 TH 4 19 TH 4 10 TH 1 6 TH 4 15 TH 1 7
FR TH 1 8 TH 4 2 TH 2 4 TH 2 3 TH 1 1 TH 3 11 TH 1 19 TH 2 5 TH 1 18 TH 3 16 TH 4 11
FR TH 3 11 TH 3 17 TH 2 1 TH 4 6 TH 4 16 TH 1 11 TH 2 12 TH 3 18 TH 3 1 TH 3 10 TH 2
15
FR TH 2 14 TH 1 15
FR TE 1 1 TE 2 2 TE 3 3 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 18 18 TE 19 19
FR TE 5 2 TE 13 12 TE 12 6 TE 5 3 TE 14 1 TE 7 3 TE 6 2 TE 7 2 TE 9 6 TE 19 6 TE 7 4
FR TE 11 10 TE 18 17 TE 15 14 TE 9 8 TE 12 10 TE 17 16 TE 5 1 TE 8 3 TE 13 3 TE 15 7
FR TE 17 12 TE 13 10 TE 18 9 TE 14 10 TE 16 6 TE 16 8 TE 9 7 TE 11 7 TE 10 6 TE 8 5
FR TE 4 1 TE 16 15 TE 16 14 TE 14 13 TE 16 13 TE 10 2 TE 11 1 TE 15 13 TE 18 11 TE 11
8
FR TE 8 7 TE 11 6 TE 12 11 TE 12 8 TE 12 9 TE 12 7 TE 15 10 TE 2 1 TE 19 5 TE 13 2 TE
11 9
FR TE 10 1 TE 15 4 TE 19 7 TE 17 5 TE 18 5 TE 10 9 TE 15 5 TE 15 9 TE 14 12 TE 16 3 TE
19 11
FR TE 16 7 TE 19 17 TE 10 8 TE 18 2 TE 10 7 TE 6 5 TE 15 11 TE 5 4 TE 8 6 TE 4 3 TE 15
3
FR TE 6 1 TE 19 2 TE 14 6 TE 10 4 TE 17 2 TE 9 4 TE 18 4 TE 18 12 TE 18 14 TE 13 5
FR TD 1 1 TD 2 2 TD 3 3 TD 4 4
FR TD 4 1 TD 3 1 TD 2 1 TD 4 2
PD
OU ME=ML AM RS EF FS SC IT=250 MI AD=OFF
TI teamwara321

```

Number of Input Variables 23  
 Number of Y - Variables 19  
 Number of X - Variables 4  
 Number of ETA - Variables 4  
 Number of KSI - Variables 1  
 Number of Observations 321

TI teamwara321

Covariance Matrix

	TSKILLY1	TIDENY2	TSIGNY3	TAUTOY4	TFEEDY5	TCOMY6
TSKILLY1	0.15					
TIDENY2	0.12	0.16				
TSIGNY3	0.12	0.11	0.15			
TAUTOY4	0.11	0.11	0.10	0.16		
TFEEDY5	0.11	0.09	0.10	0.10	0.16	
TCOMY6	0.10	0.11	0.10	0.09	0.10	0.16
TGOALY7	0.10	0.10	0.10	0.10	0.10	0.12
TROLEY8	0.09	0.09	0.09	0.08	0.10	0.10
TNORMY9	0.09	0.09	0.09	0.08	0.10	0.10
TINFORY1	0.10	0.10	0.09	0.09	0.10	0.12
LEADERY1	0.08	0.08	0.08	0.08	0.09	0.11
PARY12	0.10	0.10	0.10	0.09	0.10	0.12
COMMUY13	0.11	0.10	0.11	0.10	0.10	0.11
COORY14	0.11	0.10	0.10	0.10	0.10	0.10
COHEY15	0.10	0.09	0.09	0.09	0.09	0.09
CONFRIY1	0.11	0.10	0.09	0.10	0.10	0.09
ORGOALY1	0.00	0.00	0.00	0.00	0.01	0.00
LEANY18	0.01	0.02	0.02	0.01	0.03	0.03
CLIMATEY	0.03	0.03	0.03	0.03	0.03	0.03
REWARDX1	0.11	0.10	0.10	0.09	0.11	0.09
TRAINX2	0.11	0.11	0.10	0.09	0.10	0.11
RESOURX3	0.10	0.10	0.10	0.10	0.10	0.10
ORGCULX4	0.10	0.10	0.09	0.10	0.07	0.10

Covariance Matrix

	TGOALY7	TROLEY8	TNORMY9	TINFORY1	LEADERY1	PARY12
TGOALY7	0.15					
TROLEY8	0.11	0.15				
TNORMY9	0.11	0.10	0.14			
TINFORY1	0.11	0.09	0.09	0.17		
LEADERY1	0.10	0.10	0.09	0.09	0.15	
PARY12	0.11	0.10	0.10	0.12	0.11	0.16
COMMUY13	0.10	0.10	0.10	0.12	0.10	0.13
COORY14	0.10	0.09	0.09	0.11	0.10	0.12
COHEY15	0.09	0.08	0.09	0.10	0.08	0.10
CONFRIY1	0.09	0.08	0.09	0.10	0.09	0.11
ORGOALY1	0.00	0.00	0.01	0.00	0.01	-0.01
LEANY18	0.02	0.02	0.04	0.03	0.04	0.03
CLIMATEY	0.04	0.03	0.03	0.04	0.04	0.04
REWARDX1	0.09	0.08	0.09	0.09	0.07	0.09
TRAINX2	0.10	0.10	0.09	0.10	0.09	0.11
RESOURX3	0.10	0.09	0.08	0.09	0.09	0.09
ORGCULX4	0.09	0.08	0.07	0.10	0.08	0.09

Covariance Matrix

	COMMUY13	COORY14	COHEY15	CONFRIY1	ORGOALY1	LEANY18
COMMUY13	0.17					
COORY14	0.13	0.17				

COHEY15	0.11	0.12	0.15			
CONFRIY1	0.12	0.12	0.11	0.16		
ORGOALY1	0.00	0.00	0.00	-0.01	0.09	
LEANY18	0.03	0.03	0.02	0.02	0.05	0.12
CLIMATEY	0.04	0.04	0.04	0.04	0.04	0.06
REWARDX1	0.09	0.09	0.09	0.09	0.01	0.01
TRAINX2	0.11	0.10	0.10	0.10	0.00	0.02
RESOURX3	0.09	0.09	0.09	0.08	0.01	0.02
ORGCULX4	0.09	0.09	0.09	0.08	0.00	0.01

## Covariance Matrix

	CLIMATEY	REWARDX1	TRAINX2	RESOURX3	ORGCULX4
CLIMATEY	0.11				
REWARDX1	0.02	0.17			
TRAINX2	0.03	0.12	0.18		
RESOURX3	0.03	0.11	0.11	0.18	
ORGCULX4	0.04	0.08	0.10	0.10	0.14

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## Parameter Specifications

## LAMBDA-Y

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
TSKILLY1	0	0	0	0
TIDENY2	0	1	0	0
TSIGNY3	0	2	0	0
TAUTOY4	0	3	0	0
TFEEDY5	0	4	0	0
TCOMY6	0	0	0	0
TGOALY7	0	0	5	0
TROLEY8	0	0	6	0
TNORMY9	0	0	7	0
TINFORY1	0	0	8	0
LEADERY1	0	0	0	0
PARY12	0	0	0	9
COMMUY13	0	0	0	10
COORY14	0	0	0	11
COHEY15	0	0	0	12
CONFRIY1	0	0	0	13
ORGOALY1	0	0	0	0
LEANY18	14	0	0	0
CLIMATEY	15	0	0	0

## LAMBDA-X

	ORGANIZ
REWARDX1	16
TRAINX2	17
RESOURX3	18
ORGCULX4	19

## BETA

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
SCHOOLEF	0	20	21	22
TEAMTASK	0	0	0	0
TEAMCHAR	0	0	0	0
TEAMPRO	0	23	24	0

## GAMMA

## ORGANIZ

SCHOOLEF	0
TEAMTASK	25
TEAMCHAR	26
TEAMPRO	27

## PSI

SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
-----	-----	-----	-----
28	29	30	31

## THETA-EPS

TSKILLY1	TIDENY2	TSIGNY3	TAUTOY4	TFEEDY5	TCOMY6
-----	-----	-----	-----	-----	-----
TSKILLY1	32				
TIDENY2	33	34			
TSIGNY3	0	0	35		
TAUTOY4	36	0	37	38	
TFEEDY5	39	40	41	42	43
TCOMY6	44	45	0	0	46
TGOALY7	0	48	49	50	0
TROLEY8	0	0	52	0	53
TNORMY9	0	0	0	57	0
TINFORY1	62	63	0	64	0
LEADERY1	70	0	0	0	0
PARY12	0	0	0	0	0
COMMUY13	0	84	85	0	86
COORY14	90	0	0	0	0
COHEY15	0	0	96	97	98
CONFRIY1	0	0	106	0	0
ORGOALY1	0	114	0	0	0
LEANY18	0	119	0	120	121
CLIMATEY	0	128	0	0	129

## THETA-EPS

TGOALY7	TROLEY8	TNORMY9	TINFORY1	LEADERY1	PARY12
-----	-----	-----	-----	-----	-----
TGOALY7	51				
TROLEY8	55	56			
TNORMY9	59	60	61		
TINFORY1	66	67	68	69	
LEADERY1	72	73	74	75	76
PARY12	78	79	80	81	82
COMMUY13	0	0	0	87	0
COORY14	0	0	0	92	0
COHEY15	99	0	100	101	102
CONFRIY1	108	109	0	0	0
ORGOALY1	0	0	0	0	0
LEANY18	0	0	122	0	123
CLIMATEY	131	0	0	0	132

## THETA-EPS

COMMUY13	COORY14	COHEY15	CONFRIY1	ORGOALY1	LEANY18
-----	-----	-----	-----	-----	-----
COMMUY13	89				
COORY14	94	95			
COHEY15	103	104	105		
CONFRIY1	110	111	112	113	

ORGOALY1	0	0	0	117	118	
LEANY18	0	125	0	0	126	
CLIMATEY	0	0	0	0	133	0

## THETA-EPS

## CLIMATEY

CLIMATEY	134
----------	-----

## THETA-DELTA-EPS

	TSKILLY1	TIDENY2	TSIGNY3	TAUTOY4	TFEEDY5	TCOMY6
REWARDX1	135	0	0	0	136	137
TRAINX2	145	0	146	147	148	0
RESOURX3	155	0	0	0	0	0
ORGCULX4	0	164	0	0	165	166

## THETA-DELTA-EPS

	TGOALY7	TROLEY8	TNORMY9	TINFORY1	LEADERY1	PARY12
REWARDX1	138	139	0	0	140	0
TRAINX2	0	0	149	0	0	150
RESOURX3	0	0	156	157	158	0
ORGCULX4	0	167	168	169	170	0

## THETA-DELTA-EPS

	COMMUY13	COORY14	COHEY15	CONFRIY1	ORGOALY1	LEANY18
REWARDX1	0	0	141	0	0	142
TRAINX2	0	151	152	0	0	0
RESOURX3	0	0	0	159	160	161
ORGCULX4	0	0	171	172	0	0

## THETA-DELTA-EPS

## CLIMATEY

REWARDX1	143
TRAINX2	0
RESOURX3	0
ORGCULX4	173

## THETA-DELTA

	REWARDX1	TRAINX2	RESOURX3	ORGCULX4
REWARDX1	144			
TRAINX2	153	154		
RESOURX3	162	0	163	
ORGCULX4	174	175	0	176

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Number of Iterations =178

LISREL Estimates (Maximum Likelihood)

## LAMBDA-Y

SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
----------	----------	----------	---------

TSKILLY1	- -	0.35	- -	- -
TIDENY2	- -	0.34 (0.01) 22.83	- -	- -
TSIGNY3	- -	0.33 (0.02) 21.13	- -	- -
TAUTOY4	- -	0.33 (0.02) 18.04	- -	- -
TFEEDY5	- -	0.35 (0.02) 18.35	- -	- -
TCOMY6	- -	- -	0.35	- -
TGOALY7	- -	- -	0.34 (0.02) 20.74	- -
TROLEY8	- -	- -	0.31 (0.02) 16.31	- -
TNORMY9	- -	- -	0.31 (0.02) 16.85	- -
TINFORY1	- -	- -	0.33 (0.02) 17.65	- -
LEADERY1	- -	- -	- -	0.29
PARY12	- -	- -	- -	0.33 (0.02) 16.38
COMMUY13	- -	- -	- -	0.35 (0.02) 14.72
COORY14	- -	- -	- -	0.34 (0.02) 14.35
COHEY15	- -	- -	- -	0.31 (0.02) 13.59
CONFRIY1	- -	- -	- -	0.33 (0.02) 14.33
ORGOALY1	0.20	- -	- -	- -
LEANY18	0.21 (0.40) 0.52	- -	- -	- -
CLIMATEY	0.31 (0.60) 0.51	- -	- -	- -

LAMBDA-X

	ORGANIZ
REWARDX1	0.31 (0.02) 15.01
TRAINX2	0.34 (0.02) 17.08
RESOURX3	0.32 (0.02) 15.68
ORGCULX4	0.31 (0.02) 17.48

BETA

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
SCHOOLEF	--	-0.46 (0.95) -0.49	0.12 (0.28) 0.43	0.71 (1.45) 0.49
TEAMTASK	--	--	--	--
TEAMCHAR	--	--	--	--
TEAMPRO	--	0.71 (0.17) 4.27	0.53 (0.13) 3.95	--

GAMMA

	ORGANIZ
SCHOOLEF	--
TEAMTASK	0.94 (0.05) 17.93
TEAMCHAR	0.90 (0.05) 16.89
TEAMPRO	-0.28 (0.23) -1.21

Covariance Matrix of ETA and KSI

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO	ORGANIZ
SCHOOLEF	1.00				
TEAMTASK	0.28	1.00			
TEAMCHAR	0.35	0.85	1.00		
TEAMPRO	0.40	0.90	0.88	1.00	
ORGANIZ	0.29	0.94	0.90	0.86	1.00

PHI

ORGANIZ



## ORGANIZ

-----  
1.00

## PSI

Note: This matrix is diagonal.

SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
0.80	0.12	0.19	0.14
(3.09)	(0.02)	(0.03)	(0.03)
0.26	4.92	5.90	4.61

## Squared Multiple Correlations for Structural Equations

SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
0.88	0.84	0.81	0.86

## Squared Multiple Correlations for Reduced Form

SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
0.79	0.67	0.65	0.74

## Reduced Form

	ORGANIZ					
SCHOOLEF	0.29 (0.59)					
TEAMTASK	0.50 0.94 (0.05) 17.93					
TEAMCHAR	0.90 (0.05) 16.89					
TEAMPRO	0.86 (0.07) 12.86					
THETA-EPS						
	TSKILLY1	TIDENY2	TSIGNY3	TAUTOY4	TFEEDY5	TCOMY6
TSKILLY1	0.03 (0.00) 8.72					
TIDENY2	0.01 (0.00) 2.31	0.04 (0.00) 10.44				
TSIGNY3	- -	- -	0.04 (0.00) 9.21			
TAUTOY4	-0.01 (0.00) -2.17	- -	-0.01 (0.00) -2.09	0.05 (0.01) 9.56		
TFEEDY5	-0.01 (0.00) -2.61	-0.02 (0.00) -5.79	-0.02 (0.00) -5.29	-0.01 (0.00) -2.13	0.04 (0.01) 6.16	

TCOMY6	0.00 (0.00) -1.86	0.01 (0.00) 3.68	- -	- -	-0.01 (0.00) -2.41	0.04 (0.00) 7.79
TGOALY7	- -	0.01 (0.00) 3.94	0.01 (0.00) 4.09	0.01 (0.00) 2.49	- -	- -
TROLEY8	- -	- -	0.01 (0.00) 1.88	- -	0.01 (0.00) 1.91	-0.01 (0.00) -1.51
TNORMY9	- -	- -	- -	0.00 (0.00) -1.30	- -	-0.01 (0.00) -2.79
TINFORY1	0.01 (0.00) 2.71	0.01 (0.00) 3.41	- -	0.00 (0.00) 1.27	- -	0.00 (0.00) 0.88
LEADERY1	-0.01 (0.00) -2.16	- -	- -	- -	- -	0.02 (0.00) 3.93
PARY12	- -	- -	- -	- -	- -	0.02 (0.00) 4.80
COMMUY13	- -	0.00 (0.00) -1.16	0.00 (0.00) 0.23	- -	0.00 (0.00) -1.06	- -
COORY14	0.01 (0.00) 3.33	- -	- -	- -	- -	0.00 (0.00) -1.39
COHEY15	- -	- -	0.00 (0.00) -1.62	0.00 (0.00) 0.98	-0.01 (0.00) -2.27	- -
CONFRIY1	- -	- -	-0.01 (0.00) -2.56	- -	- -	-0.01 (0.00) -2.74
ORGOALY1	- -	0.00 (0.00) 1.14	- -	- -	0.01 (0.00) 2.91	- -
LEANY18	- -	0.01 (0.00) 1.99	- -	0.00 (0.00) -1.25	0.01 (0.00) 2.15	- -
CLIMATEY	- -	0.01 (0.00) 1.69	- -	- -	0.00 (0.00) 0.65	-0.01 (0.00) -1.72

## THETA-EPS

	TGOALY7	TROLEY8	TNORMY9	TINFORY1	LEADERY1	PARY12
TGOALY7	0.03 (0.00) 8.31					

TROLEY8	0.00 (0.00) 0.46	0.05 (0.01) 7.91				
TNORMY9	0.00 (0.00) 0.20	0.00 (0.00) 0.74	0.04 (0.01) 6.79			
TINFORY1	-0.01 (0.00) -1.34	-0.01 (0.00) -1.98	-0.01 (0.00) -2.53	0.06 (0.01) 8.19		
LEADERY1	0.02 (0.00) 4.94	0.02 (0.00) 4.31	0.01 (0.00) 3.45	0.00 (0.00) 0.90	0.07 (0.01) 11.37	
PARY12	0.01 (0.00) 2.92	0.01 (0.00) 3.17	0.01 (0.00) 3.18	0.03 (0.00) 6.03	0.01 (0.00) 3.21	0.05 (0.00) 10.40
COMMUY13	- -	- -	- -	0.02 (0.00) 4.06	- -	0.02 (0.00) 4.42
COORY14	- -	- -	- -	0.01 (0.00) 3.62	- -	0.00 (0.00) 1.26
COHEY15	0.00 (0.00) -1.32	- -	0.00 (0.00) 1.40	0.01 (0.00) 2.47	0.00 (0.00) -1.14	- -
CONFRIY1	0.00 (0.00) -1.31	-0.01 (0.00) -2.51	- -	- -	- -	- -
ORGOALY1	- -	- -	- -	- -	- -	-0.01 (0.00) -2.59
LEANY18	- -	- -	0.01 (0.00) 3.44	- -	0.01 (0.00) 2.36	0.00 (0.00) -0.93
CLIMATEY	0.00 (0.00) -0.09	- -	- -	- -	0.01 (0.00) 1.86	- -

## THETA-EPS

	COMMUY13	COORY14	COHEY15	CONFRIY1	ORGOALY1	LEANY18
COMMUY13	0.05 (0.01) 8.48					
COORY14	0.01 (0.00) 1.92	0.05 (0.01) 9.21				
COHEY15	0.00 (0.00) 0.37	0.01 (0.00) 3.59	0.05 (0.01) 9.32			
CONFRIY1	0.00	0.01	0.01	0.05		

	(0.00)	(0.00)	(0.00)	(0.01)		
	0.94	2.04	1.57	9.52		
ORGOALY1	--	--	--	-0.01	0.09	
				(0.00)	(0.01)	
				-2.46	12.42	
LEANY18	--	0.00	--	--	0.04	0.08
		(0.00)			(0.01)	(0.01)
		1.15			4.41	7.70
CLIMATEY	--	--	--	--	0.03	--
					(0.01)	
					2.51	

THETA-EPS

	CLIMATEY
CLIMATEY	0.02
	(0.02)
	1.15

Squared Multiple Correlations for Y - Variables

TSKILLY1	TIDENY2	TSIGNY3	TAUTOY4	TFEEDY5	TCOMY6
-----	-----	-----	-----	-----	-----
0.78	0.72	0.76	0.68	0.76	0.78

Squared Multiple Correlations for Y - Variables

TGOALY7	TROLEY8	TNORMY9	TINFORY1	LEADERY1	PARY12
-----	-----	-----	-----	-----	-----
0.77	0.65	0.72	0.63	0.54	0.69

Squared Multiple Correlations for Y - Variables

COMMUY13	COORY14	COHEY15	CONFRIY1	ORGOALY1	LEANY18
-----	-----	-----	-----	-----	-----
0.72	0.68	0.65	0.67	0.64	0.56

Squared Multiple Correlations for Y - Variables

CLIMATEY
-----
0.82

THETA-DELTA-EPS

	TSKILLY1	TIDENY2	TSIGNY3	TAUTOY4	TFEEDY5	TCOMY6
	-----	-----	-----	-----	-----	-----
REWARDX1	0.01	--	--	--	0.01	-0.01
	(0.00)				(0.00)	(0.00)
	2.14				2.07	-2.92
TRAINX2	0.00	--	-0.01	-0.01	-0.01	--
	(0.00)		(0.00)	(0.00)	(0.00)	
	-1.15		-3.51	-2.77	-2.52	
RESOURX3	0.00	--	--	--	--	--
	(0.00)					
	1.19					
ORGCULX4	--	0.01	--	--	-0.03	0.00

	(0.00)		(0.00)	(0.00)
	3.31		-7.96	1.38

## THETA-DELTA-EPS

	TGOALY7	TROLEY8	TNORMY9	TINFORY1	LEADERY1	PARY12
REWARDX1	-0.01 (0.00) -1.67	-0.01 (0.00) -1.91	- - - - - -	- - - - - -	-0.01 (0.00) -1.49	- - - - - -
TRAINX2	- -	- -	-0.01 (0.00) -2.96	- -	- -	0.01 (0.00) 1.92
RESOURX3	- -	- -	-0.01 (0.00) -3.47	-0.01 (0.00) -1.29	0.01 (0.00) 1.40	- -
ORGCULX4	- -	-0.01 (0.00) -1.72	-0.02 (0.00) -5.14	0.01 (0.00) 2.40	0.01 (0.00) 1.79	- -

## THETA-DELTA-EPS

	COMMUY13	COORY14	COHEY15	CONFRIY1	ORGOALY1	LEANY18
REWARDX1	- -	- -	0.00 (0.00) 1.40	- -	- -	-0.01 (0.00) -1.97
TRAINX2	- -	0.00 (0.00) 1.35	0.01 (0.00) 1.75	- -	- -	- -
RESOURX3	- -	- -	- -	-0.01 (0.00) -2.22	0.01 (0.00) 1.96	0.01 (0.00) 1.38
ORGCULX4	- -	- -	0.01 (0.00) 2.65	-0.01 (0.00) -1.83	- -	- -

## THETA-DELTA-EPS

	CLIMATEY
REWARDX1	-0.01 (0.00) -2.61
TRAINX2	- -
RESOURX3	- -
ORGCULX4	0.01 (0.00) 3.46

## THETA-DELTA

REWARDX1	TRAINX2	RESOURX3	ORGCULX4
----------	---------	----------	----------

REWARDX1	0.07 (0.01) 10.84			
TRAINX2	0.01 (0.00) 1.97	0.06 (0.01) 9.42		
RESOURX3	0.02 (0.00) 3.48	- -	0.08 (0.01) 11.85	
ORGCULX4	-0.02 (0.00) -5.38	0.00 (0.00) -1.24	- -	0.04 (0.00) 9.57

Squared Multiple Correlations for X - Variables

REWARDX1	TRAINX2	RESOURX3	ORGCULX4
0.56	0.67	0.57	0.68

Goodness of Fit Statistics

Degrees of Freedom = 100  
 Minimum Fit Function Chi-Square = 38.53 (P = 1.00)  
 Normal Theory Weighted Least Squares Chi-Square = 38.34 (P = 1.00)  
 Estimated Non-centrality Parameter (NCP) = 0.0  
 90 Percent Confidence Interval for NCP = (0.0 ; 0.0)

Minimum Fit Function Value = 0.12  
 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) = 1.41  
 90 Percent Confidence Interval for ECVI = (1.41 ; 1.41)  
 ECVI for Saturated Model = 1.73  
 ECVI for Independence Model = 77.13

Chi-Square for Independence Model with 253 Degrees of Freedom = 24636.06  
 Independence AIC = 24682.06  
 Model AIC = 390.34  
 Saturated AIC = 552.00  
 Independence CAIC = 24791.81  
 Model CAIC = 1230.12  
 Saturated CAIC = 1868.92

Normed Fit Index (NFI) = 1.00  
 Non-Normed Fit Index (NNFI) = 1.01  
 Parsimony Normed Fit Index (PNFI) = 0.39  
 Comparative Fit Index (CFI) = 1.00  
 Incremental Fit Index (IFI) = 1.00  
 Relative Fit Index (RFI) = 1.00

Critical N (CN) = 1129.08

Root Mean Square Residual (RMR) = 0.0019  
 Standardized RMR = 0.013  
 Goodness of Fit Index (GFI) = 0.99

Adjusted Goodness of Fit Index (AGFI) = 0.97  
 Parsimony Goodness of Fit Index (PGFI) = 0.36

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Fitted Covariance Matrix

	TSKILLY1	TIDENY2	TSIGNY3	TAUTOY4	TFEEDY5	TCOMY6
TSKILLY1	0.15					
TIDENY2	0.12	0.16				
TSIGNY3	0.12	0.11	0.15			
TAUTOY4	0.11	0.11	0.10	0.16		
TFEEDY5	0.11	0.09	0.10	0.10	0.16	
TCOMY6	0.10	0.11	0.10	0.10	0.10	0.16
TGOALY7	0.10	0.11	0.11	0.10	0.10	0.12
TROLEY8	0.09	0.09	0.09	0.09	0.10	0.10
TNORMY9	0.09	0.09	0.09	0.08	0.09	0.10
TINFOY1	0.11	0.11	0.09	0.10	0.10	0.12
LEADERY1	0.08	0.09	0.09	0.08	0.09	0.11
PARY12	0.10	0.10	0.10	0.10	0.10	0.12
COMMUY13	0.11	0.10	0.11	0.10	0.11	0.11
COORY14	0.11	0.10	0.10	0.10	0.10	0.10
COHEY15	0.10	0.09	0.09	0.09	0.09	0.09
CONFRIY1	0.10	0.10	0.09	0.10	0.10	0.09
ORGOALY1	0.00	0.01	0.00	0.00	0.01	0.00
LEANY18	0.02	0.03	0.02	0.01	0.03	0.03
CLIMATEY	0.03	0.03	0.03	0.03	0.03	0.03
REWARDX1	0.11	0.10	0.10	0.09	0.11	0.09
TRAINX2	0.11	0.11	0.10	0.10	0.10	0.11
RESOURX3	0.11	0.10	0.10	0.10	0.10	0.10
ORGCULX4	0.10	0.11	0.10	0.09	0.07	0.10

Fitted Covariance Matrix

	TGOALY7	TROLEY8	TNORMY9	TINFOY1	LEADERY1	PARY12
TGOALY7	0.15					
TROLEY8	0.11	0.15				
TNORMY9	0.11	0.10	0.14			
TINFOY1	0.11	0.09	0.09	0.17		
LEADERY1	0.10	0.10	0.09	0.09	0.15	
PARY12	0.11	0.10	0.10	0.12	0.11	0.16
COMMUY13	0.10	0.10	0.10	0.12	0.10	0.13
COORY14	0.10	0.09	0.09	0.11	0.10	0.12
COHEY15	0.09	0.08	0.09	0.10	0.08	0.10
CONFRIY1	0.09	0.08	0.09	0.10	0.09	0.11
ORGOALY1	0.00	0.00	0.00	0.00	0.00	-0.01
LEANY18	0.02	0.02	0.03	0.02	0.03	0.02
CLIMATEY	0.04	0.03	0.03	0.04	0.04	0.04
REWARDX1	0.09	0.08	0.09	0.09	0.07	0.09
TRAINX2	0.10	0.10	0.09	0.10	0.09	0.10
RESOURX3	0.10	0.09	0.08	0.09	0.08	0.09
ORGCULX4	0.09	0.08	0.07	0.10	0.08	0.09

Fitted Covariance Matrix

	COMMUY13	COORY14	COHEY15	CONFRIY1	ORGOALY1	LEANY18
COMMUY13	0.17					
COORY14	0.13	0.17				
COHEY15	0.11	0.12	0.14			
CONFRIY1	0.12	0.12	0.11	0.16		
ORGOALY1	0.00	0.00	0.00	-0.01	0.09	
LEANY18	0.03	0.03	0.03	0.03	0.05	0.12
CLIMATEY	0.04	0.04	0.04	0.04	0.04	0.06

REWARDX1	0.09	0.09	0.09	0.09	0.00	0.01
TRAINX2	0.10	0.10	0.10	0.10	0.00	0.03
RESOURX3	0.10	0.09	0.08	0.08	0.01	0.03
ORGCULX4	0.09	0.09	0.09	0.08	0.00	0.02

## Fitted Covariance Matrix

	CLIMATEY	REWARDX1	TRAINX2	RESOURX3	ORGCULX4
CLIMATEY	0.11				
REWARDX1	0.02	0.17			
TRAINX2	0.03	0.12	0.18		
RESOURX3	0.03	0.11	0.11	0.18	
ORGCULX4	0.04	0.07	0.10	0.10	0.14

## Fitted Residuals

	TSKILLY1	TIDENY2	TSIGNY3	TAUTOY4	TFEEDY5	TCOMY6
TSKILLY1	0.00					
TIDENY2	0.00	0.00				
TSIGNY3	0.00	0.00	0.00			
TAUTOY4	0.00	0.00	0.00	0.00		
TFEEDY5	0.00	0.00	0.00	0.00	0.00	
TCOMY6	0.00	0.00	0.00	0.00	0.00	0.00
TGOALY7	0.00	0.00	0.00	0.00	0.00	0.00
TROLEY8	0.00	0.00	0.00	0.00	0.00	0.00
TNORMY9	0.00	0.00	0.00	0.00	0.00	0.00
TINFORY1	0.00	0.00	0.00	0.00	0.00	0.00
LEADERY1	0.00	-0.01	0.00	0.00	0.00	0.00
PARY12	0.00	0.00	0.00	0.00	0.00	0.00
COMMUY13	0.00	0.00	0.00	0.00	0.00	0.00
COORY14	0.00	0.00	0.00	0.00	0.00	0.00
COHEY15	0.00	0.00	0.00	0.00	0.00	0.00
CONFRIY1	0.00	0.00	0.00	0.00	0.00	0.00
ORGOALY1	0.00	0.00	0.00	0.00	0.00	0.00
LEANY18	-0.01	0.00	0.00	0.00	0.00	0.00
CLIMATEY	0.00	0.00	0.00	0.00	0.00	0.00
REWARDX1	0.00	0.00	0.00	0.00	0.00	0.00
TRAINX2	0.00	0.00	0.00	0.00	0.00	0.00
RESOURX3	0.00	0.00	0.00	0.00	0.00	0.00
ORGCULX4	0.00	0.00	0.00	0.00	0.00	0.00

## Fitted Residuals

	TGOALY7	TROLEY8	TNORMY9	TINFORY1	LEADERY1	PARY12
TGOALY7	0.00					
TROLEY8	0.00	0.00				
TNORMY9	0.00	0.00	0.00			
TINFORY1	0.00	0.00	0.00	0.00		
LEADERY1	0.00	0.00	0.00	0.00	0.00	
PARY12	0.00	0.00	0.00	0.00	0.00	0.00
COMMUY13	0.00	0.00	0.00	0.00	0.00	0.00
COORY14	0.00	0.00	0.00	0.00	0.00	0.00
COHEY15	0.00	0.00	0.00	0.00	0.00	0.00
CONFRIY1	0.00	0.00	0.00	0.00	0.00	0.00
ORGOALY1	0.00	0.00	0.01	0.00	0.00	0.00
LEANY18	0.00	0.00	0.00	0.00	0.00	0.00
CLIMATEY	0.00	0.00	0.00	0.00	0.00	0.00
REWARDX1	0.00	0.00	0.00	0.00	0.00	0.00
TRAINX2	0.00	0.00	0.00	0.00	0.00	0.00
RESOURX3	0.00	0.00	0.00	0.00	0.00	0.00
ORGCULX4	0.00	0.00	0.00	0.00	0.00	0.00

## Fitted Residuals



	COMMUY13	COORY14	COHEY15	CONFRIY1	ORGOALY1	LEANY18
	-----	-----	-----	-----	-----	-----
COMMUY13	0.00					
COORY14	0.00	0.00				
COHEY15	0.00	0.00	0.00			
CONFRIY1	0.00	0.00	0.00	0.00		
ORGOALY1	-0.01	0.00	0.00	0.00	0.00	
LEANY18	0.00	0.00	0.00	0.00	0.00	0.00
CLIMATEY	0.00	0.00	0.00	0.00	0.00	0.00
REWARDX1	0.00	0.00	0.00	0.00	0.00	0.00
TRAINX2	0.00	0.00	0.00	0.00	0.00	0.00
RESOURX3	-0.01	0.00	0.00	0.00	0.00	0.00
ORGCULX4	0.00	0.00	0.00	0.00	0.00	0.00

## Fitted Residuals

	CLIMATEY	REWARDX1	TRAINX2	RESOURX3	ORGCULX4
	-----	-----	-----	-----	-----
CLIMATEY	0.00				
REWARDX1	0.00	0.00			
TRAINX2	0.00	0.00	0.00		
RESOURX3	0.00	0.00	0.00	0.00	
ORGCULX4	0.00	0.00	0.00	0.00	0.00

## Summary Statistics for Fitted Residuals

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

## Stemleaf Plot

```

- 7|8
- 6|
- 5|832
- 4|97665433
- 3|9877643332
- 2|98766665444444433222000
- 1|988887766555555444444433222111000000
- 0|999998888888877777766666555554444433333322211111111000000
0|11122222222333333333344444444444555666666677777788888899999
1|00000011111222333333344455667788899
2|000002223367899
3|446889
4|0134
5|0

```

## Standardized Residuals

	TSKILLY1	TIDENY2	TSIGNY3	TAUTOY4	TFEEDY5	TCOMY6
	-----	-----	-----	-----	-----	-----
TSKILLY1	0.35					
TIDENY2	0.32	-0.95				
TSIGNY3	-0.55	0.17	-0.87			
TAUTOY4	0.55	-0.31	-0.06	0.38		
TFEEDY5	-0.74	0.24	0.30	-0.77	-0.71	
TCOMY6	-0.98	-1.91	-0.27	-1.16	1.11	-0.84
TGOALY7	-0.32	-1.37	-0.45	-1.11	1.39	-0.79
TROLEY8	-0.49	-0.73	-0.44	-0.94	1.27	0.44
TNORMY9	-0.14	-0.42	-0.44	-1.45	1.25	0.33
TINFORY1	-0.44	-1.27	-0.16	-1.33	0.07	-1.10
LEADERY1	-0.88	-1.46	-0.47	-0.74	1.03	-0.09
PARY12	-0.04	-1.23	0.58	-1.37	-0.11	-0.52
COMMUY13	0.12	-1.09	0.32	-0.39	-1.17	-0.60
COORY14	0.35	-0.16	0.66	0.11	-1.40	0.06

COHEY15	0.50	-0.45	0.49	-0.06	-0.71	-0.18
CONFRIY1	1.45	0.65	1.51	0.41	-0.74	-0.43
ORGOALY1	-0.89	-0.53	-0.12	-0.43	-0.01	0.46
LEANY18	-1.06	-0.92	-0.54	-1.04	-0.23	0.98
CLIMATEY	0.07	-0.49	0.80	-0.46	0.19	0.90
REWARDX1	0.59	1.24	0.10	-0.13	-0.50	0.49
TRAINX2	-0.26	-0.66	0.26	-0.64	0.28	0.12
RESOURX3	-1.29	0.35	-0.75	0.53	-0.80	0.50
ORGCULX4	-0.23	-1.36	-0.72	0.56	0.25	-0.89

## Standardized Residuals

	TGOALY7	TROLEY8	TNORMY9	TINFOY1	LEADERY1	PARY12
TGOALY7	-0.48					
TROLEY8	0.61	1.66				
TNORMY9	0.07	0.23	-0.22			
TINFOY1	-0.75	-0.13	0.65	-0.65		
LEADERY1	-0.22	0.48	-0.20	0.51	-0.14	
PARY12	-0.01	0.63	0.12	-0.02	0.73	0.92
COMMUY13	-0.06	0.35	0.28	-0.07	0.70	1.55
COORY14	0.34	0.20	0.06	0.65	0.08	1.08
COHEY15	-0.62	-0.80	-1.19	0.28	-0.67	-0.14
CONFRIY1	-0.23	-0.88	-0.82	-0.56	-1.19	-0.17
ORGOALY1	0.24	0.12	1.21	0.29	0.97	-0.02
LEANY18	0.06	-0.30	0.62	0.82	0.42	0.36
CLIMATEY	0.01	-0.74	0.31	0.87	0.44	0.64
REWARDX1	0.65	0.43	-0.13	0.03	0.17	-0.34
TRAINX2	-0.12	0.92	0.55	-0.40	0.47	0.58
RESOURX3	0.48	0.22	0.26	-0.41	0.27	-0.53
ORGCULX4	-1.09	-1.14	-0.79	-0.43	-0.79	0.36

## Standardized Residuals

	COMMUY13	COORY14	COHEY15	CONFRIY1	ORGOALY1	LEANY18
COMMUY13	1.07					
COORY14	1.38	0.92				
COHEY15	0.41	0.76	0.62			
CONFRIY1	1.08	0.73	0.04	0.27		
ORGOALY1	-1.61	-1.14	0.16	-0.97	0.33	
LEANY18	-0.88	-1.18	-0.27	-1.23	0.79	0.55
CLIMATEY	-0.41	-0.03	0.36	-0.41	-0.49	-0.55
REWARDX1	-1.18	-0.35	0.13	-0.25	0.66	0.30
TRAINX2	0.38	0.32	0.56	0.17	-0.41	-0.10
RESOURX3	-1.92	-1.02	0.58	-0.57	-0.09	-0.27
ORGCULX4	-0.12	0.46	0.86	1.19	-0.91	-0.90

## Standardized Residuals

	CLIMATEY	REWARDX1	TRAINX2	RESOURX3	ORGCULX4
CLIMATEY	-1.04				
REWARDX1	0.95	-0.60			
TRAINX2	-0.39	0.26	0.59		
RESOURX3	0.43	-0.30	-0.03	-0.44	
ORGCULX4	-0.40	1.21	-0.32	0.70	-0.54

## Summary Statistics for Standardized Residuals

Smallest Standardized Residual = -1.92  
Median Standardized Residual = -0.06  
Largest Standardized Residual = 1.66

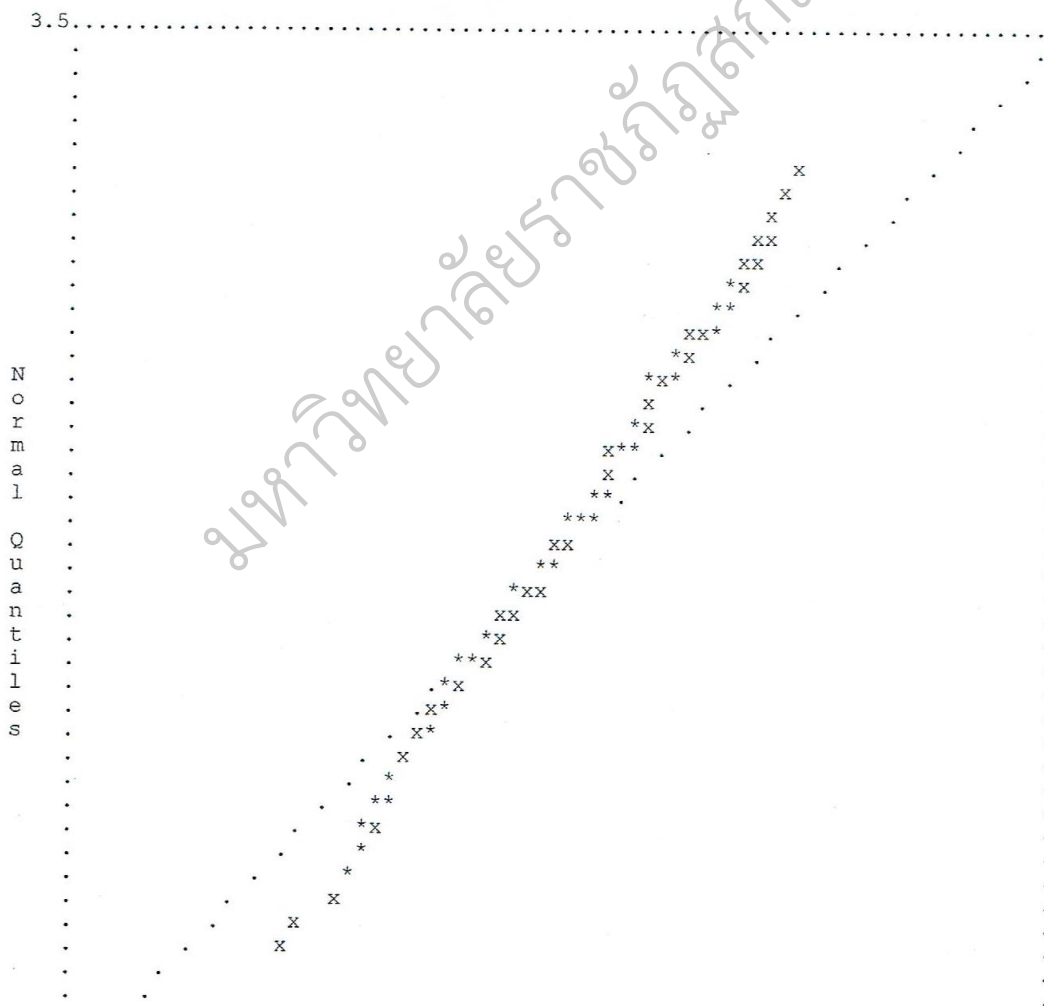
Stemleaf Plot

```

-18|21
-16|1
-14|650
-12|77639733
-10|9988764410996442
- 8|87542109988874200
- 6|99975544432117654200
- 4|755443320999876554443321111100
- 2|99542210077765333220
- 0|8766444333222109976664332211
 0|1346667778012222367779
 2|023445666778889001222334555566688
 4|11233446678899001355566688899
 6|12234555566003369
 8|02670222578
10|378819
12|1145789
14|515
16|6
    
```

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Qplot of Standardized Residuals



Standardized Residuals

-3.5.....3.5

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Modification Indices and Expected Change

Modification Indices for LAMBDA-Y

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
TSKILLY1	0.02	- -	0.00	0.61
TIDENY2	1.11	- -	0.00	1.35
TSIGNY3	0.76	- -	0.03	1.07
TAUTOY4	0.48	- -	0.45	0.32
TFEEDY5	0.01	- -	1.20	0.05
TCOMY6	0.58	0.09	- -	0.05
TGOALY7	0.02	0.12	- -	0.06
TROLEY8	1.13	0.00	- -	0.29
TNORMY9	0.02	0.24	- -	0.02
TINFORY1	0.81	0.38	- -	0.25
LEADERY1	0.46	0.08	0.03	- -
PARY12	0.19	0.09	0.56	- -
COMMUY13	0.31	0.00	0.47	- -
COORY14	0.00	0.16	0.12	- -
COHEY15	0.14	0.00	0.00	- -
CONFRIY1	0.14	0.84	0.01	- -
ORGOALY1	- -	0.10	0.01	0.15
LEANY18	- -	0.65	0.00	0.85
CLIMATEY	- -	0.73	0.00	0.97

Expected Change for LAMBDA-Y

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
TSKILLY1	0.00	- -	0.00	0.03
TIDENY2	-0.06	- -	0.00	-0.05
TSIGNY3	0.01	- -	-0.01	0.05
TAUTOY4	-0.01	- -	-0.02	-0.03
TFEEDY5	0.01	- -	0.05	-0.02
TCOMY6	0.02	-0.02	- -	-0.02
TGOALY7	0.00	0.02	- -	0.02
TROLEY8	-0.02	0.00	- -	-0.04
TNORMY9	0.00	0.02	- -	0.01
TINFORY1	0.02	-0.04	- -	0.05
LEADERY1	0.07	-0.01	0.02	- -
PARY12	0.01	-0.02	0.05	- -
COMMUY13	-0.01	0.00	-0.03	- -
COORY14	0.00	-0.02	0.01	- -
COHEY15	0.01	0.00	0.00	- -
CONFRIY1	-0.01	0.04	0.00	- -
ORGOALY1	- -	-0.01	0.00	-0.02
LEANY18	- -	-0.02	0.00	-0.04
CLIMATEY	- -	0.03	0.00	0.07

Standardized Expected Change for LAMBDA-Y

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
TSKILLY1	0.00	- -	0.00	0.03
TIDENY2	-0.06	- -	0.00	-0.05
TSIGNY3	0.01	- -	-0.01	0.05
TAUTOY4	-0.01	- -	-0.02	-0.03

TFEEDY5	0.01	- -	0.05	-0.02
TCOMY6	0.02	-0.02	- -	-0.02
TGOALY7	0.00	0.02	- -	0.02
TROLEY8	-0.02	0.00	- -	-0.04
TNORMY9	0.00	0.02	- -	0.01
TINFORY1	0.02	-0.04	- -	0.05
LEADERY1	0.07	-0.01	0.02	- -
PARY12	0.01	-0.02	0.05	- -
COMMUY13	-0.01	0.00	-0.03	- -
COORY14	0.00	-0.02	0.01	- -
COHEY15	0.01	0.00	0.00	- -
CONFRIY1	-0.01	0.04	0.00	- -
ORGOALY1	- -	-0.01	0.00	-0.02
LEANY18	- -	-0.02	0.00	-0.04
CLIMATEY	- -	0.03	0.00	0.07

## Completely Standardized Expected Change for LAMBDA-Y

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
TSKILLY1	0.00	- -	0.00	0.08
TIDENY2	-0.15	- -	0.01	-0.13
TSIGNY3	0.03	- -	-0.01	0.13
TAUTOY4	-0.03	- -	-0.06	-0.07
TFEEDY5	0.03	- -	0.13	-0.05
TCOMY6	0.04	-0.05	- -	-0.04
TGOALY7	-0.01	0.05	- -	0.04
TROLEY8	-0.04	0.00	- -	-0.10
TNORMY9	-0.01	0.07	- -	0.04
TINFORY1	0.04	-0.10	- -	0.11
LEADERY1	0.18	-0.04	0.05	- -
PARY12	0.02	-0.04	0.13	- -
COMMUY13	-0.02	0.00	-0.06	- -
COORY14	0.00	-0.05	0.03	- -
COHEY15	0.01	0.00	-0.01	- -
CONFRIY1	-0.02	0.11	-0.01	- -
ORGOALY1	- -	-0.03	0.01	-0.05
LEANY18	- -	-0.06	0.00	-0.12
CLIMATEY	- -	0.10	0.00	0.20

## No Non-Zero Modification Indices for LAMBDA-X

## Modification Indices for BETA

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
SCHOOLEF	- -	- -	- -	- -
TEAMTASK	0.10	- -	0.01	0.01
TEAMCHAR	0.10	0.01	- -	0.01
TEAMPRO	0.10	- -	- -	- -

## Expected Change for BETA

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
SCHOOLEF	- -	- -	- -	- -
TEAMTASK	0.02	- -	0.01	0.02
TEAMCHAR	0.04	0.02	- -	0.03
TEAMPRO	-0.09	- -	- -	- -

## Standardized Expected Change for BETA

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
SCHOOLEF	- -	- -	- -	- -
TEAMTASK	0.02	- -	0.01	0.02

TEAMCHAR	0.04	0.02	--	0.03
TEAMPRO	-0.09	--	--	--

## Modification Indices for GAMMA

	ORGANIZ
	-----
SCHOOLEF	0.10
TEAMTASK	--
TEAMCHAR	--
TEAMPRO	--

## Expected Change for GAMMA

	ORGANIZ
	-----
SCHOOLEF	-0.14
TEAMTASK	--
TEAMCHAR	--
TEAMPRO	--

## Standardized Expected Change for GAMMA

	ORGANIZ
	-----
SCHOOLEF	-0.14
TEAMTASK	--
TEAMCHAR	--
TEAMPRO	--

No Non-Zero Modification Indices for PHI

## Modification Indices for PSI

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
	-----	-----	-----	-----
SCHOOLEF	--	--	--	--
TEAMTASK	0.10	--	--	--
TEAMCHAR	0.10	0.01	--	--
TEAMPRO	0.10	--	--	--

## Expected Change for PSI

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
	-----	-----	-----	-----
SCHOOLEF	--	--	--	--
TEAMTASK	0.02	--	--	--
TEAMCHAR	0.03	0.00	--	--
TEAMPRO	-0.07	--	--	--

## Standardized Expected Change for PSI

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
	-----	-----	-----	-----
SCHOOLEF	--	--	--	--
TEAMTASK	0.02	--	--	--
TEAMCHAR	0.03	0.00	--	--
TEAMPRO	-0.07	--	--	--

## Modification Indices for THETA-EPS

	TSKILLY1	TIDENY2	TSIGNY3	TAUTOY4	TFEEDY5	TCOMY6
	-----	-----	-----	-----	-----	-----
TSKILLY1	--	--	--	--	--	--
TIDENY2	--	--	--	--	--	--
TSIGNY3	0.22	0.36	--	--	--	--

TAUTOY4	--	0.02	--	--	--	--
TFEEDY5	--	--	--	--	--	--
TCOMY6	--	--	0.08	0.20	--	--
TGOALY7	0.03	--	--	--	0.36	0.10
TROLEY8	0.11	0.03	--	0.20	--	--
TNORMY9	0.01	0.13	0.30	--	0.48	--
TINFORY1	--	--	0.11	--	0.00	--
LEADERY1	--	0.64	0.13	0.00	0.46	--
PARY12	0.02	0.68	0.63	0.73	0.00	--
COMMUY13	0.18	--	--	0.22	--	0.28
COORY14	--	0.00	0.12	0.16	1.21	--
COHEY15	0.05	0.36	--	--	--	0.06
CONFRIY1	0.35	0.31	--	0.07	0.13	--
ORGOALY1	0.46	--	0.21	0.02	--	0.04
LEANY18	0.30	--	0.13	--	--	0.68
CLIMATEY	0.14	--	0.80	0.33	--	--

## Modification Indices for THETA-EPS

	TGOALY7	TROLEY8	TNORMY9	TINFORY1	LEADERY1	PARY12
TGOALY7	--	--	--	--	--	--
TROLEY8	--	--	--	--	--	--
TNORMY9	--	--	--	--	--	--
TINFORY1	--	--	--	--	--	--
LEADERY1	--	--	--	--	--	--
PARY12	--	--	--	--	--	--
COMMUY13	0.04	0.11	0.09	--	0.61	--
COORY14	0.05	0.28	0.01	--	0.00	--
COHEY15	--	0.72	--	--	--	0.01
CONFRIY1	--	--	0.23	0.15	0.43	0.00
ORGOALY1	0.08	0.00	0.52	0.22	0.91	--
LEANY18	0.01	0.03	--	0.35	--	--
CLIMATEY	--	0.77	0.02	0.06	--	0.17

## Modification Indices for THETA-EPS

	COMMUY13	COORY14	COHEY15	CONFRIY1	ORGOALY1	LEANY18
COMMUY13	--	--	--	--	--	--
COORY14	--	--	--	--	--	--
COHEY15	--	--	--	--	--	--
CONFRIY1	--	--	--	--	--	--
ORGOALY1	0.94	0.19	0.28	--	--	--
LEANY18	0.01	--	0.00	0.12	--	--
CLIMATEY	0.27	0.00	0.14	0.00	--	--

## Modification Indices for THETA-EPS

CLIMATEY	--
CLIMATEY	--

## Expected Change for THETA-EPS

	TSKILLY1	TIDENY2	TSIGNY3	TAUTOY4	TFEEDY5	TCOMY6
TSKILLY1	--	--	--	--	--	--
TIDENY2	--	--	--	--	--	--
TSIGNY3	0.00	0.00	--	--	--	--
TAUTOY4	--	0.00	--	--	--	--
TFEEDY5	--	--	--	--	--	--
TCOMY6	--	--	0.00	0.00	--	--
TGOALY7	0.00	--	--	--	0.00	-0.02
TROLEY8	0.00	0.00	--	0.00	--	--
TNORMY9	0.00	0.00	0.00	--	0.00	--

TINFOY1	--	--	0.00	--	0.00	--
LEADERY1	--	0.00	0.00	0.00	0.00	- 3
PARY12	0.00	0.00	0.00	0.00	0.00	--
COMMUY13	0.00	--	--	0.00	--	0.00
COORY14	--	0.00	0.00	0.00	0.00	--
COHEY15	0.00	0.00	--	--	--	0.00
CONFRIY1	0.00	0.00	--	0.00	0.00	--
ORGOALY1	0.00	--	0.00	0.00	--	0.00
LEANY18	0.00	--	0.00	--	--	0.00
CLIMATEY	0.00	--	0.00	0.00	--	--

## Expected Change for THETA-EPS

	TGOALY7	TROLEY8	TNORMY9	TINFOY1	LEADERY1	PARY12
	-----	-----	-----	-----	-----	-----
TGOALY7	--	--	--	--	--	--
TROLEY8	--	--	--	--	--	--
TNORMY9	--	--	--	--	--	--
TINFOY1	--	--	--	--	--	--
LEADERY1	--	--	--	--	--	--
PARY12	--	--	--	--	--	--
COMMUY13	0.00	0.00	0.00	--	0.00	--
COORY14	0.00	0.00	0.00	--	0.00	--
COHEY15	--	0.00	--	--	--	0.00
CONFRIY1	--	--	0.00	0.00	0.00	0.00
ORGOALY1	0.00	0.00	0.00	0.00	0.00	--
LEANY18	0.00	0.00	--	0.00	--	--
CLIMATEY	--	0.00	0.00	0.00	--	0.00

## Expected Change for THETA-EPS

	COMMUY13	COORY14	COHEY15	CONFRIY1	ORGOALY1	LEANY18
	-----	-----	-----	-----	-----	-----
COMMUY13	--	--	--	--	--	--
COORY14	--	--	--	--	--	--
COHEY15	--	--	--	--	--	--
CONFRIY1	--	--	--	--	--	--
ORGOALY1	0.00	0.00	0.00	--	--	--
LEANY18	0.00	--	0.00	0.00	--	--
CLIMATEY	0.00	0.00	0.00	0.00	--	--

## Expected Change for THETA-EPS

CLIMATEY	-----
CLIMATEY	--

## Completely Standardized Expected Change for THETA-EPS

	TSKILLY1	TIDENY2	TSIGNY3	TAUTOY4	TFEEDY5	TCOMY6
	-----	-----	-----	-----	-----	-----
TSKILLY1	--	--	--	--	--	--
TIDENY2	--	--	--	--	--	--
TSIGNY3	-0.01	0.01	--	--	--	--
TAUTOY4	--	0.00	--	--	--	--
TFEEDY5	--	--	--	--	--	--
TCOMY6	--	--	0.01	-0.01	--	--
TGOALY7	0.00	--	--	--	0.01	-0.16
TROLEY8	-0.01	0.00	--	-0.01	--	--
TNORMY9	0.00	0.01	-0.01	--	0.01	--
TINFOY1	--	--	-0.01	--	0.00	--
LEADERY1	--	-0.02	-0.01	0.00	0.02	--
PARY12	0.00	-0.01	0.01	-0.01	0.00	--
COMMUY13	0.01	--	--	0.01	--	-0.01
COORY14	--	0.00	0.01	0.01	-0.02	--
COHEY15	0.00	-0.01	--	--	--	0.01



CONFRIY1	0.01	0.01	- -	0.01	-0.01	- -
ORGOALY1	-0.02	- -	0.01	0.00	- -	-0.01
LEANY18	-0.01	- -	-0.01	- -	- -	0.02
CLIMATEY	0.01	- -	0.02	-0.02	- -	- -

## Completely Standardized Expected Change for THETA-EPS

	TGOALY7	TROLEY8	TNORMY9	TINFOY1	LEADERY1	PARY12
TGOALY7	- -	- -	- -	- -	- -	- -
TROLEY8	- -	- -	- -	- -	- -	- -
TNORMY9	- -	- -	- -	- -	- -	- -
TINFOY1	- -	- -	- -	- -	- -	- -
LEADERY1	- -	- -	- -	- -	- -	- -
PARY12	- -	- -	- -	- -	- -	- -
COMMUY13	0.00	0.01	0.01	- -	0.02	- -
COORY14	0.00	0.01	0.00	- -	0.00	- -
COHEY15	- -	-0.02	- -	- -	- -	0.00
CONFRIY1	- -	- -	-0.01	0.01	-0.02	0.00
ORGOALY1	-0.01	0.00	0.02	0.01	0.03	- -
LEANY18	0.00	-0.01	- -	0.02	- -	- -
CLIMATEY	- -	-0.03	-0.01	0.01	- -	0.01

## Completely Standardized Expected Change for THETA-EPS

	COMMUY13	COORY14	COHEY15	CONFRIY1	ORGOALY1	LEANY18
COMMUY13	- -	- -	- -	- -	- -	- -
COORY14	- -	- -	- -	- -	- -	- -
COHEY15	- -	- -	- -	- -	- -	- -
CONFRIY1	- -	- -	- -	- -	- -	- -
ORGOALY1	-0.03	-0.01	0.02	- -	- -	- -
LEANY18	0.00	- -	0.00	-0.01	- -	- -
CLIMATEY	-0.01	0.00	0.01	0.00	- -	- -

## Completely Standardized Expected Change for THETA-EPS

CLIMATEY	- -
CLIMATEY	- -

## Modification Indices for THETA-DELTA-EPS

	TSKILLY1	TIDENY2	TSIGNY3	TAUTOY4	TFEEDY5	TCOMY6
REWARDX1	- -	0.69	0.02	0.28	- -	- -
TRAINX2	- -	0.30	- -	- -	- -	0.01
RESOURX3	- -	0.07	0.20	0.58	0.26	0.05
ORGCULX4	0.08	- -	0.32	0.41	- -	- -

## Modification Indices for THETA-DELTA-EPS

	TGOALY7	TROLEY8	TNORMY9	TINFOY1	LEADERY1	PARY12
REWARDX1	- -	- -	0.30	0.13	- -	0.14
TRAINX2	0.16	0.47	- -	0.30	0.19	- -
RESOURX3	0.19	0.02	- -	- -	- -	0.00
ORGCULX4	0.21	- -	- -	- -	- -	0.69

## Modification Indices for THETA-DELTA-EPS

	COMMUY13	COORY14	COHEY15	CONFRIY1	ORGOALY1	LEANY18
REWARDX1	0.79	0.09	- -	0.02	0.72	- -
TRAINX2	1.03	- -	- -	0.08	0.07	0.31
RESOURX3	1.40	0.51	1.27	- -	- -	- -

ORGCULX4      0.10      0.01      - -      - -      0.22      0.38

Modification Indices for THETA-DELTA-EPS

CLIMATEY  
-----  
REWARDX1      - -  
  TRAINX2      0.56  
RESOURX3      0.33  
ORGCULX4      - -

Expected Change for THETA-DELTA-EPS

	TSKILLY1	TIDENY2	TSIGNY3	TAUTOY4	TFEEDY5	TCOMY6
	-----	-----	-----	-----	-----	-----
REWARDX1	- -	0.00	0.00	0.00	- -	- -
TRAINX2	- -	0.00	- -	- -	- -	0.00
RESOURX3	- -	0.00	0.00	0.00	0.00	0.00
ORGCULX4	0.00	- -	0.00	0.00	- -	- -

Expected Change for THETA-DELTA-EPS

	TGOALY7	TROLEY8	TNORMY9	TINFORY1	LEADERY1	PARY12
	-----	-----	-----	-----	-----	-----
REWARDX1	- -	- -	0.00	0.00	- -	0.00
TRAINX2	0.00	0.00	- -	0.00	0.00	- -
RESOURX3	0.00	0.00	- -	- -	- -	0.00
ORGCULX4	0.00	- -	- -	- -	- -	0.00

Expected Change for THETA-DELTA-EPS

	COMMUY13	COORY14	COHEY15	CONFRIY1	ORGOALY1	LEANY18
	-----	-----	-----	-----	-----	-----
REWARDX1	0.00	0.00	- -	0.00	0.00	- -
TRAINX2	0.00	- -	- -	0.00	0.00	0.00
RESOURX3	0.00	0.00	0.00	- -	- -	- -
ORGCULX4	0.00	0.00	- -	- -	0.00	0.00

Expected Change for THETA-DELTA-EPS

CLIMATEY  
-----  
REWARDX1      - -  
  TRAINX2      0.00  
RESOURX3      0.00  
ORGCULX4      - -

Completely Standardized Expected Change for THETA-DELTA-EPS

	TSKILLY1	TIDENY2	TSIGNY3	TAUTOY4	TFEEDY5	TCOMY6
	-----	-----	-----	-----	-----	-----
REWARDX1	- -	0.02	0.00	-0.01	- -	- -
TRAINX2	- -	-0.01	- -	- -	- -	0.00
RESOURX3	- -	0.01	-0.01	0.02	-0.01	0.00
ORGCULX4	-0.01	- -	-0.01	0.01	- -	- -

Completely Standardized Expected Change for THETA-DELTA-EPS

	TGOALY7	TROLEY8	TNORMY9	TINFORY1	LEADERY1	PARY12
	-----	-----	-----	-----	-----	-----
REWARDX1	- -	- -	-0.01	0.01	- -	0.01
TRAINX2	-0.01	0.02	- -	-0.01	0.01	- -
RESOURX3	0.01	0.00	- -	- -	- -	0.00
ORGCULX4	-0.01	- -	- -	- -	- -	0.02

Completely Standardized Expected Change for THETA-DELTA-EPS

	COMMUY13	COORY14	COHEY15	CONFRIY1	ORGOALY1	LEANY16
REWARDX1	-0.02	0.01	- -	0.00	0.03	- -
TRAINX2	0.02	- -	- -	-0.01	-0.01	0.02
RESOURX3	-0.02	-0.01	0.03	- -	- -	- -
ORGCULX4	-0.01	0.00	- -	- -	-0.01	-0.02

Completely Standardized Expected Change for THETA-DELTA-EPS

	CLIMATEY
REWARDX1	- -
TRAINX2	-0.02
RESOURX3	0.02
ORGCULX4	- -

Modification Indices for THETA-DELTA

	REWARDX1	TRAINX2	RESOURX3	ORGCULX4
REWARDX1	- -	- -	- -	- -
TRAINX2	- -	- -	- -	- -
RESOURX3	- -	0.08	- -	- -
ORGCULX4	- -	- -	0.11	- -

Expected Change for THETA-DELTA

	REWARDX1	TRAINX2	RESOURX3	ORGCULX4
REWARDX1	- -	- -	- -	- -
TRAINX2	- -	- -	- -	- -
RESOURX3	- -	0.00	- -	- -
ORGCULX4	- -	- -	0.00	- -

Completely Standardized Expected Change for THETA-DELTA

	REWARDX1	TRAINX2	RESOURX3	ORGCULX4
REWARDX1	- -	- -	- -	- -
TRAINX2	- -	- -	- -	- -
RESOURX3	- -	-0.01	- -	- -
ORGCULX4	- -	- -	0.01	- -

Maximum Modification Index is 1.40 for Element ( 3,13) of THETA DELTA-EPSILON

TI teamwara321

Factor Scores Regressions

ETA

	TSKILLY1	TIDENY2	TSIGNY3	TAUTOY4	TFEEDY5	TCOMY6
SCHOOLEF	0.31	-0.47	0.05	0.22	-0.39	0.78
TEAMTASK	0.22	0.41	0.76	0.33	1.20	0.09
TEAMCHAR	0.06	-0.46	-0.01	0.02	0.14	0.98
TEAMPRO	0.08	0.10	0.27	0.06	0.41	0.27

ETA

	TGOALY7	TROLEY8	TNORMY9	TINFORY1	LEADERY1	PARY12
SCHOOLEF	0.22	0.18	-0.41	-0.04	-0.41	-0.19
TEAMTASK	-0.50	-0.25	0.36	-0.21	0.05	-0.04
TEAMCHAR	0.50	0.44	0.83	0.41	-0.50	-0.70

TEAMPRO -0.03 -0.01 0.09 -0.25 0.15 0.24

## ETA

	COMMUY13	COORY14	COHEY15	CONFRIY1	ORGOALY1	LEANY18
SCHOOLEF	0.15	0.04	0.13	-0.04	-1.25	0.90
TEAMTASK	0.09	-0.10	0.05	0.01	-0.09	-0.11
TEAMCHAR	0.19	0.09	-0.15	0.42	-0.07	-0.09
TEAMPRO	0.41	0.23	0.35	0.37	-0.03	-0.03

## ETA

	CLIMATEY	REWARDX1	TRAINX2	RESOURX3	ORGCULX4
SCHOOLEF	2.81	0.54	-0.10	-0.03	-0.72
TEAMTASK	-0.04	-0.27	0.39	-0.03	0.50
TEAMCHAR	0.21	0.12	0.11	0.12	0.34
TEAMPRO	0.16	-0.02	0.03	-0.01	0.14

## KSI

	TSKILLY1	TIDENY2	TSIGNY3	TAUTOY4	TFEEDY5	TCOMY6
ORGANIZ	-0.04	-0.06	0.38	0.16	0.80	0.31

## KSI

	TGOALY7	TROLEY8	TNORMY9	TINFORY1	LEADERY1	PARY12
ORGANIZ	-0.20	-0.01	0.69	-0.01	-0.23	-0.31

## KSI

	COMMUY13	COORY14	COHEY15	CONFRIY1	ORGOALY1	LEANY18
ORGANIZ	0.06	-0.02	-0.25	0.16	-0.08	-0.07

## KSI

	CLIMATEY	REWARDX1	TRAINX2	RESOURX3	ORGCULX4
ORGANIZ	-0.01	0.10	0.49	0.14	0.96

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Standardized Solution

## LAMBDA-Y

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
TSKILLY1	--	0.35	--	--
TIDENY2	--	0.34	--	--
TSIGNY3	--	0.33	--	--
TAUTOY4	--	0.33	--	--
TFEEDY5	--	0.35	--	--
TCOMY6	--	--	0.35	--
TGOALY7	--	--	0.34	--
TROLEY8	--	--	0.31	--
TNORMY9	--	--	0.31	--
TINFORY1	--	--	0.33	--
LEADERY1	--	--	--	0.29
PARY12	--	--	--	0.33
COMMUY13	--	--	--	0.35
COORY14	--	--	--	0.34

CONFRIY1	--	--	--	0.33
ORGOALY1	0.20	--	--	--
LEANY18	0.21	--	--	--
CLIMATEY	0.31	--	--	--

## LAMBDA-X

	ORGANIZ
	-----
REWARDX1	0.31
TRAINX2	0.34
RESOURX3	0.32
ORGCULX4	0.31

## BETA

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
	-----	-----	-----	-----
SCHOOLEF	--	-0.46	0.12	0.71
TEAMTASK	--	--	--	--
TEAMCHAR	--	--	--	--
TEAMPRO	--	0.71	0.53	--

## GAMMA

	ORGANIZ
	-----
SCHOOLEF	--
TEAMTASK	0.94
TEAMCHAR	0.90
TEAMPRO	-0.28

## Correlation Matrix of ETA and KSI

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO	ORGANIZ
	-----	-----	-----	-----	-----
SCHOOLEF	1.00				
TEAMTASK	0.28	1.00			
TEAMCHAR	0.35	0.85	1.00		
TEAMPRO	0.40	0.90	0.88	1.00	
ORGANIZ	0.29	0.94	0.90	0.86	1.00

## PSI

Note: This matrix is diagonal.

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
	-----	-----	-----	-----
	0.80	0.12	0.19	0.14

## Regression Matrix ETA on KSI (Standardized)

	ORGANIZ
	-----
SCHOOLEF	0.29
TEAMTASK	0.94
TEAMCHAR	0.90
TEAMPRO	0.86

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Completely Standardized Solution

## LAMBDA-Y

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
	-----	-----	-----	-----

TSKILLY1	--	0.88	--	--
TIDENY2	--	0.85	--	--
TSIGNY3	--	0.87	--	--
TAUTOY4	--	0.83	--	--
TFEEDY5	--	0.87	--	--
TCOMY6	--	--	0.88	--
TGOALY7	--	--	0.88	--
TROLEY8	--	--	0.81	--
TNORMY9	--	--	0.85	--
TINFORY1	--	--	0.80	--
LEADERY1	--	--	--	0.73
PARY12	--	--	--	0.83
COMMUY13	--	--	--	0.85
CCORY14	--	--	--	0.82
COHEY15	--	--	--	0.81
CONFRIY1	--	--	--	0.82
ORGOALY1	0.07	--	--	--
LEANY18	0.60	--	--	--
CLIMATEY	0.91	--	--	--

## LAMBDA-X

ORGANIZ	
-----	
REWARDX1	0.75
TRAINX2	0.82
RESOURX3	0.75
ORGCULX4	0.83

## BETA

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
	-----	-----	-----	-----
SCHOOLEF	--	-0.46	0.12	0.71
TEAMTASK	--	--	--	--
TEAMCHAR	--	--	--	--
TEAMPRO	--	0.71	0.53	--

## GAMMA

ORGANIZ	
-----	
SCHOOLEF	--
TEAMTASK	0.94
TEAMCHAR	0.90
TEAMPRO	-0.28

## Correlation Matrix of ETA and KSI

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO	ORGANIZ
	-----	-----	-----	-----	-----
SCHOOLEF	1.00				
TEAMTASK	0.28	1.00			
TEAMCHAR	0.35	0.85	1.00		
TEAMPRO	0.40	0.90	0.88	1.00	
ORGANIZ	0.29	0.94	0.90	0.86	1.00

## PSI

Note: This matrix is diagonal.

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
	-----	-----	-----	-----
	0.80	0.12	0.19	0.14

## THETA-EPS

	TSKILLY1	TIDENY2	TSIGNY3	TAUTOY4	TFEEDY5	TCOMY6
TSKILLY1	0.22					
TIDENY2	0.04	0.28				
TSIGNY3	--	--	0.24			
TAUTOY4	-0.04	--	-0.05	0.32		
TFEEDY5	-0.07	-0.15	-0.13	-0.06	0.24	
TCOMY6	-0.03	0.07	--	--	-0.05	0.22
TGOALY7	--	0.06	0.07	0.05	--	--
TROLEY8	--	--	0.04	--	0.04	-0.04
TNORMY9	--	--	--	-0.03	--	-0.07
TINFORY1	0.05	0.07	--	0.03	--	0.03
LEADERY1	-0.04	--	--	--	--	0.11
PARY12	--	--	--	--	--	0.10
COMMUY13	--	-0.02	0.00	--	-0.02	--
COORY14	0.05	--	--	--	--	-0.02
COHEY15	--	--	-0.03	0.02	-0.05	--
CONFRIY1	--	--	-0.05	--	--	-0.05
ORGOALY1	--	0.03	--	--	0.09	--
LEANY18	--	0.05	--	-0.04	0.07	--
CLIMATEY	--	0.05	--	--	0.02	-0.04

## THETA-EPS

	TGOALY7	TROLEY8	TNORMY9	TINFORY1	LEADERY1	PARY12
TGOALY7	0.23					
TROLEY8	0.01	0.35				
TNORMY9	0.01	0.03	0.28			
TINFORY1	-0.03	-0.06	-0.08	0.37		
LEADERY1	0.13	0.12	0.10	0.02	0.46	
PARY12	0.06	0.07	0.07	0.15	0.07	0.31
COMMUY13	--	--	--	0.09	--	0.09
COORY14	--	--	--	0.08	--	0.02
COHEY15	-0.02	--	0.03	0.06	-0.02	--
CONFRIY1	-0.02	-0.05	--	--	--	--
ORGOALY1	--	--	--	--	--	-0.07
LEANY18	--	--	0.09	--	0.08	-0.02
CLIMATEY	0.00	--	--	--	0.06	--

## THETA-EPS

	COMMUY13	COORY14	COHEY15	CONFRIY1	ORGOALY1	LEANY18
COMMUY13	0.28					
COORY14	0.05	0.32				
COHEY15	0.01	0.10	0.35			
CONFRIY1	0.02	0.05	0.04	0.33		
ORGOALY1	--	--	--	-0.07	1.00	
LEANY18	--	0.03	--	--	0.39	0.64
CLIMATEY	--	--	--	--	0.29	--

## THETA-EPS

## CLIMATEY

CLIMATEY 0.18

## THETA-DELTA-EPS

	TSKILLY1	TIDENY2	TSIGNY3	TAUTOY4	TFEEDY5	TCOMY6
REWARDX1	0.05	--	--	--	0.05	-0.06
TRAINX2	-0.02	--	-0.07	-0.06	-0.06	--
RESOURX3	0.02	--	--	--	--	--

ORGCULX4      - -      0.06      - -      - -      -0.20      0.03

THETA-DELTA-EPS

	TGOALY7	TROLEY8	TNORMY9	TINFORY1	LEADERY1	PARY12
	-----	-----	-----	-----	-----	-----
REWARDX1	-0.03	-0.04	- -	- -	-0.04	- -
TRAINX2	- -	- -	-0.07	- -	- -	0.03
RESOURX3	- -	- -	-0.08	-0.03	0.03	- -
ORGCULX4	- -	-0.04	-0.12	0.06	0.04	- -

THETA-DELTA-EPS

	COMMUY13	COORY14	COHEY15	CONFRIY1	ORGOALY1	LEANY18
	-----	-----	-----	-----	-----	-----
REWARDX1	- -	- -	0.03	- -	- -	-0.06
TRAINX2	- -	0.03	0.04	- -	- -	- -
RESOURX3	- -	- -	- -	-0.05	0.06	0.04
ORGCULX4	- -	- -	0.05	-0.04	- -	- -

THETA-DELTA-EPS

	CLIMATEY
	-----
REWARDX1	-0.08
TRAINX2	- -
RESOURX3	- -
ORGCULX4	0.10

THETA-DELTA

	REWARDX1	TRAINX2	RESOURX3	ORGCULX4
	-----	-----	-----	-----
REWARDX1	0.44	- -	- -	- -
TRAINX2	0.05	0.33	- -	- -
RESOURX3	0.10	- -	0.43	- -
ORGCULX4	-0.13	-0.03	- -	0.32

Regression Matrix ETA on KSI (Standardized)

	ORGANIZ
	-----
SCHOOLEF	0.29
TEAMTASK	0.94
TEAMCHAR	0.90
TEAMPRO	0.86

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Total and Indirect Effects

Total Effects of KSI on ETA

	ORGANIZ
	-----
SCHOOLEF	0.29 (0.59) 0.50
TEAMTASK	0.94 (0.05) 17.93
TEAMCHAR	0.90 (0.05) 16.89



TEAMPRO           0.86  
                  (0.07)  
                  12.86

Indirect Effects of KSI on ETA

                  ORGANIZ  
                  -----  
SCHOOLEF           0.29  
                  (0.59)  
                  0.50  
  
TEAMTASK           - -  
  
TEAMCHAR           - -  
  
TEAMPRO            1.14  
                  (0.24)  
                  4.85

Total Effects of ETA on ETA

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
	-----	-----	-----	-----
SCHOOLEF	- -	0.04 (0.18) 0.24	0.50 (1.01) 0.49	0.71 (1.45) 0.49
TEAMTASK	- -	- -	- -	- -
TEAMCHAR	- -	- -	- -	- -
TEAMPRO	- -	0.71 (0.17) 4.27	0.53 (0.13) 3.95	- -

Largest Eigenvalue of B\*B' (Stability Index) is 1.028

Indirect Effects of ETA on ETA

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
	-----	-----	-----	-----
SCHOOLEF	- -	0.51 (1.04) 0.49	0.38 (0.77) 0.49	- -
TEAMTASK	- -	- -	- -	- -
TEAMCHAR	- -	- -	- -	- -
TEAMPRO	- -	- -	- -	- -

Total Effects of ETA on Y

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
	-----	-----	-----	-----
TSKILLY1	- -	0.35	- -	- -
TIDENY2	- -	0.34 (0.01) 22.83	- -	- -

		(0.01)		
		22.83		
TSIGNY3	--	0.33	--	--
		(0.02)		
		21.13		
TAUTOY4	--	0.33	--	--
		(0.02)		
		18.04		
TFEEDY5	--	0.35	--	--
		(0.02)		
		18.35		
TCOMY6	--	--	0.35	--
TGOALY7	--	--	0.34	--
			(0.02)	
			20.74	
TROLEY8	--	--	0.31	--
			(0.02)	
			16.31	
TNORMY9	--	--	0.31	--
			(0.02)	
			16.85	
TINFORY1	--	--	0.33	--
			(0.02)	
			17.65	
LEADERY1	--	0.20	0.15	0.29
		(0.05)	(0.04)	
		4.27	3.95	
PARY12	--	0.24	0.18	0.33
		(0.05)	(0.04)	(0.02)
		4.34	4.03	16.38
COMMUY13	--	0.25	0.19	0.35
		(0.06)	(0.05)	(0.02)
		4.33	4.07	14.72
COORY14	--	0.24	0.18	0.34
		(0.05)	(0.04)	(0.02)
		4.34	4.04	14.35
COHEY15	--	0.22	0.16	0.31
		(0.05)	(0.04)	(0.02)
		4.33	4.07	13.59
CONFRIY1	--	0.23	0.17	0.33
		(0.05)	(0.04)	(0.02)
		4.31	4.04	14.33
ORGOALY1	0.20	0.10	0.10	0.20
		(0.02)	(0.02)	(0.03)
		0.24	0.49	0.49
LEANY18	0.21	0.10	0.10	0.15
	(0.40)	(0.03)	(0.04)	(0.05)
	0.52	0.28	2.89	2.99
CLIMATEY	0.31	0.10	0.15	0.22

(0.60)	(0.05)	(0.05)	(0.06)
0.51	0.28	3.31	3.54

## Indirect Effects of ETA on Y

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
TSKILLY1	- -	- -	- -	- -
TIDENY2	- -	- -	- -	- -
TSIGNY3	- -	- -	- -	- -
TAUTOY4	- -	- -	- -	- -
TFEEDY5	- -	- -	- -	- -
TCOMY6	- -	- -	- -	- -
TGOALY7	- -	- -	- -	- -
TROLEY8	- -	- -	- -	- -
TNORMY9	- -	- -	- -	- -
TINFORY1	- -	- -	- -	- -
LEADERY1	- -	0.20 (0.05) 4.27	0.15 (0.04) 3.95	- -
PARY12	- -	0.24 (0.05) 4.34	0.18 (0.04) 4.03	- -
COMMUY13	- -	0.25 (0.06) 4.33	0.19 (0.05) 4.07	- -
COORY14	- -	0.24 (0.05) 4.34	0.18 (0.04) 4.04	- -
COHEY15	- -	0.22 (0.05) 4.33	0.16 (0.04) 4.07	- -
CONFRIY1	- -	0.23 (0.05) 4.31	0.17 (0.04) 4.04	- -
ORGOALY1	- -	0.10 (0.02) 0.24	0.10 (0.02) 0.49	0.20 (0.03) 0.49
LEANY18	- -	0.10 (0.03) 0.28	0.10 (0.04) 2.89	0.15 (0.05) 2.99
CLIMATEY	- -	0.10 (0.05) 0.28	0.15 (0.05) 3.31	0.22 (0.06) 3.54

Total Effects of KSI on Y

	ORGANIZ
	-----
TSKILLY1	0.33 (0.02) 17.93
TIDENY2	0.32 (0.02) 17.06
TSIGNY3	0.31 (0.02) 17.63
TAUTOY4	0.31 (0.02) 16.40
TFEEDY5	0.32 (0.02) 17.23
TCOMY6	0.32 (0.02) 16.89
TGOALY7	0.30 (0.02) 16.95
TROLEY8	0.28 (0.02) 14.87
TNORMY9	0.28 (0.02) 15.86
TINFOY1	0.30 (0.02) 14.58
LEADERY1	0.25 (0.02) 12.86
PARY12	0.29 (0.02) 14.75
COMMUY13	0.30 (0.02) 15.19
COORY14	0.29 (0.02) 14.73
COHEY15	0.26 (0.02) 14.17
CONFRIY1	0.28 (0.02) 14.80

	(0.01)
	0.50
LEANY18	0.06
	(0.02)
	3.75
CLIMATEY	0.09
	(0.02)
	4.96

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Standardized Total and Indirect Effects

Standardized Total Effects of KSI on ETA

	ORGANIZ
	-----
SCHOOLEF	0.29
TEAMTASK	0.94
TEAMCHAR	0.90
TEAMPRO	0.86

Standardized Indirect Effects of KSI on ETA

	ORGANIZ
	-----
SCHOOLEF	0.29
TEAMTASK	- -
TEAMCHAR	- -
TEAMPRO	1.14

Standardized Total Effects of ETA on ETA

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
	-----	-----	-----	-----
SCHOOLEF	- -	0.04	0.50	0.71
TEAMTASK	- -	- -	- -	- -
TEAMCHAR	- -	- -	- -	- -
TEAMPRO	- -	0.71	0.53	- -

Standardized Indirect Effects of ETA on ETA

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
	-----	-----	-----	-----
SCHOOLEF	- -	0.51	0.38	- -
TEAMTASK	- -	- -	- -	- -
TEAMCHAR	- -	- -	- -	- -
TEAMPRO	- -	- -	- -	- -

Standardized Total Effects of ETA on Y

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
	-----	-----	-----	-----
TSKILLY1	- -	0.35	- -	- -
TIDENY2	- -	0.34	- -	- -
TSIGNY3	- -	0.33	- -	- -
TAUTOY4	- -	0.33	- -	- -
TFEEDY5	- -	0.35	- -	- -
TCOMY6	- -	- -	0.35	- -
TGOALY7	- -	- -	0.34	- -
TROLEY8	- -	- -	0.31	- -
TNORMY9	- -	- -	0.31	- -
TINFORY1	- -	- -	0.33	- -

TNORMY9	- -	- -	0.31	- -
TINFORY1	- -	- -	0.33	- -
LEADERY1	- -	0.20	0.15	0.29
PARY12	- -	0.24	0.18	0.33
COMMUY13	- -	0.25	0.19	0.35
COORY14	- -	0.24	0.18	0.34
COHEY15	- -	0.22	0.16	0.31
CONFRIY1	- -	0.23	0.17	0.33
ORGOALY1	0.20	0.10	0.10	0.20
LEANY18	0.21	0.10	0.10	0.15
CLIMATEY	0.31	0.10	0.15	0.22

## Completely Standardized Total Effects of ETA on Y

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
	-----	-----	-----	-----
TSKILLY1	- -	0.88	- -	- -
TIDENY2	- -	0.85	- -	- -
TSIGNY3	- -	0.87	- -	- -
TAUTOY4	- -	0.83	- -	- -
TFEEDY5	- -	0.87	- -	- -
TCOMY6	- -	- -	0.88	- -
TGOALY7	- -	- -	0.88	- -
TROLEY8	- -	- -	0.81	- -
TNORMY9	- -	- -	0.85	- -
TINFORY1	- -	- -	0.80	- -
LEADERY1	- -	0.52	0.39	0.73
PARY12	- -	0.59	0.44	0.83
COMMUY13	- -	0.60	0.45	0.85
COORY14	- -	0.59	0.43	0.82
COHEY15	- -	0.57	0.42	0.81
CONFRIY1	- -	0.58	0.43	0.82
ORGOALY1	0.07	0.10	0.03	0.05
LEANY18	0.60	0.03	0.30	0.43
CLIMATEY	0.91	0.04	0.45	0.65

## Standardized Indirect Effects of ETA on Y

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
	-----	-----	-----	-----
TSKILLY1	- -	- -	- -	- -
TIDENY2	- -	- -	- -	- -
TSIGNY3	- -	- -	- -	- -
TAUTOY4	- -	- -	- -	- -
TFEEDY5	- -	- -	- -	- -
TCOMY6	- -	- -	- -	- -
TGOALY7	- -	- -	- -	- -
TROLEY8	- -	- -	- -	- -
TNORMY9	- -	- -	- -	- -
TINFORY1	- -	- -	- -	- -
LEADERY1	- -	0.20	0.15	- -
PARY12	- -	0.24	0.18	- -
COMMUY13	- -	0.25	0.19	- -
COORY14	- -	0.24	0.18	- -
COHEY15	- -	0.22	0.16	- -
CONFRIY1	- -	0.23	0.17	- -
ORGOALY1	- -	0.10	0.10	0.20
LEANY18	- -	0.10	0.10	0.15
CLIMATEY	- -	0.10	0.15	0.22

## Completely Standardized Indirect Effects of ETA on Y

	SCHOOLEF	TEAMTASK	TEAMCHAR	TEAMPRO
	-----	-----	-----	-----
TSKILLY1	- -	- -	- -	- -
TIDENY2	- -	- -	- -	- -

TSIGNY3	--	--	--	--
TAUTOY4	--	--	--	--
TFEEDY5	--	--	--	--
TCOMY6	--	--	--	--
TGOALY7	--	--	--	--
TROLEY8	--	--	--	--
TNORMY9	--	--	--	--
TINFORY1	--	--	--	--
LEADERY1	--	0.52	0.39	--
PARY12	--	0.59	0.44	--
COMMUY13	--	0.60	0.45	--
COORY14	--	0.59	0.43	--
COHEY15	--	0.57	0.42	--
CONFRIY1	--	0.58	0.43	--
ORGOALY1	--	0.10	0.03	0.05
LEANY18	--	0.03	0.30	0.43
CLIMATEY	--	0.04	0.45	0.65

## Standardized Total Effects of KSI on Y

ORGANIZ	
-----	
TSKILLY1	0.33
TIDENY2	0.32
TSIGNY3	0.31
TAUTOY4	0.31
TFEEDY5	0.32
TCOMY6	0.32
TGOALY7	0.30
TROLEY8	0.28
TNORMY9	0.28
TINFORY1	0.30
LEADERY1	0.25
PARY12	0.29
COMMUY13	0.30
COORY14	0.29
COHEY15	0.26
CONFRIY1	0.28
ORGOALY1	0.10
LEANY18	0.06
CLIMATEY	0.09

## Completely Standardized Total Effects of KSI on Y

ORGANIZ	
-----	
TSKILLY1	0.83
TIDENY2	0.80
TSIGNY3	0.82
TAUTOY4	0.78
TFEEDY5	0.82
TCOMY6	0.80
TGOALY7	0.79
TROLEY8	0.73
TNORMY9	0.76
TINFORY1	0.72
LEADERY1	0.63
PARY12	0.71
COMMUY13	0.73
COORY14	0.71
COHEY15	0.70
CONFRIY1	0.71
ORGOALY1	0.20
LEANY18	0.17
CLIMATEY	0.26