

ภาคผนวก ข

ผลการวิเคราะห์ข้อมูลด้วยโปรแกรม LISREL 8.52

แสดงผลการวิเคราะห์ข้อมูล องค์ประกอบรวมการเป็นชุมชนการเรียนรู้ทางวิชาชีพในโรงเรียน

สังกัดสำนักงานเขตพื้นที่การศึกษาประถมศึกษานครพนม เขต 2

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BY

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SE
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 /
MO NY=18 NK=1 NE=5 LY=FU,FI BE=FU,FI GA=FU,FI PH=SY,FR PS=DI,FR
TE=SY,FI
LE
TEAM VISS CULT LEAD EXCH
LK
CLPS
FR LY(1,1)LY(2,1)LY(3,1)LY(4,1)LY(5,2)LY(6,2)LY(7,2)LY(8,3)LY(9,3)
FR LY(10,3)LY(11,3)LY(12,4)LY(13,4)LY(14,4)LY(15,4)LY(16,5)LY(17,5)
LY(18,5)
FR GA(1,1)GA(2,1)GA(3,1)GA(4,1)GA(5,1)TE 1 1 TE 2 2 TE 3 3 TE 4 4 TE 5
5 TE 6 6
FR TE 7 7 TE 8 8 TE 9 9 TE 10 10 TE 11 11 TE 12 12 TE 13 13 TE 14
14 TE 15 15 TE 16 16
FR TE 17 17 TE 18 18 TE 4 3 TE 11 9 TE 12 5 TE 2 1 TE 9 6 TE 10 8
TE 9 8 TE 13 11 TE 10 7
FR TE 7 5 TE 14 8 TE 12 4 TE 18 7 TE 12 3 TE 15 10 TE 9 2 TE 10 2
TE 8 4 TE 12 8 TE 12 11
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2 TE 17 10 TE 17 7 TE 17 2

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FR TE 17 9 TE 13 9 TE 14 13 TE 18 14 TE 14 10 TE 13 12 TE 11 4 TE
14 6 TE 14 9 TE 15 6

PD

OU ME=ML AM RS EF FS SS SC IT=250

TI

Number of Input Variables 18
Number of Y -Variables 18
Number of X -Variables 0
Number of ETA -Variables 5
Number of KSI -Variables 1
Number of Observations 507

TI

Covariance Matrix

	TEAM1	TEAM2	TEAM3	TEAM4	VISS5
VESS6					
TEAM1	0.30				
TEAM2	0.18	0.27			
TEAM3	0.14	0.16	0.27		
TEAM4	0.13	0.15	0.18	0.27	
VISS5	0.15	0.15	0.13	0.14	0.31
VESS6	0.14	0.14	0.12	0.12	0.16
0.23					
VESS7	0.16	0.17	0.14	0.15	0.17
0.18					
CULT8	0.12	0.12	0.11	0.13	0.13
0.12					
CULT9	0.14	0.12	0.12	0.13	0.15
0.16					
CULT10	0.15	0.14	0.13	0.14	0.18
0.16					
CULT11	0.12	0.12	0.12	0.13	0.13
0.13					
LEAD12	0.12	0.14	0.14	0.14	0.11
0.13					
LEAD13	0.13	0.13	0.12	0.12	0.14
0.14					
LEAD14	0.09	0.10	0.10	0.10	0.10
0.09					
LEAD15	0.13	0.14	0.13	0.14	0.14
0.13					
EXCH16	0.13	0.14	0.13	0.14	0.15
0.14					
EXCH17	0.13	0.15	0.12	0.12	0.16
0.15					

EXCH18	0.13	0.14	0.13	0.13	0.17
0.16					

Covariance Matrix

	VESS7	CULT8	CULT9	CULT10	CULT11
LEAD12					
-----	-----	-----	-----	-----	-----
VESS7	0.36				
CULT8	0.15	0.24			
CULT9	0.16	0.16	0.29		
CULT10	0.16	0.14	0.18	0.32	
CULT11	0.16	0.12	0.11	0.17	0.23
LEAD12	0.15	0.12	0.12	0.14	0.13
0.21					
LEAD13	0.15	0.12	0.15	0.16	0.11
0.14					
LEAD14	0.12	0.10	0.09	0.10	0.09
0.10					
LEAD15	0.16	0.12	0.14	0.15	0.13
0.14					
EXCH16	0.16	0.13	0.15	0.17	0.13
0.14					
EXCH17	0.16	0.12	0.16	0.18	0.13
0.14					
EXCH18	0.16	0.12	0.15	0.18	0.14
0.14					

Covariance Matrix

	LEAD13	LEAD14	LEAD15	EXCH16	EXCH17
EXCH18					
-----	-----	-----	-----	-----	-----
LEAD13	0.25				
LEAD14	0.11	0.14			
LEAD15	0.14	0.11	0.23		
EXCH16	0.15	0.10	0.16	0.25	
EXCH17	0.15	0.10	0.15	0.17	0.27
EXCH18	0.16	0.10	0.16	0.17	0.20
0.29					

TI

Parameter Specifications

LAMBDA-Y

	TEAM	VISS	CULT	LEAD	EXCH
-----	-----	-----	-----	-----	-----

TEAM1	0	0	0	0	0
TEAM2	1	0	0	0	0
TEAM3	2	0	0	0	0
TEAM4	3	0	0	0	0
VISS5	0	0	0	0	0
VESS6	0	4	0	0	0
VESS7	0	5	0	0	0
CULT8	0	0	0	0	0
CULT9	0	0	6	0	0
CULT10	0	0	7	0	0
CULT11	0	0	8	0	0
LEAD12	0	0	0	0	0
LEAD13	0	0	0	9	0
LEAD14	0	0	0	10	0
LEAD15	0	0	0	11	0
EXCH16	0	0	0	0	0
EXCH17	0	0	0	0	12
EXCH18	0	0	0	0	13

GAMMA

CLPS

TEAM	14
VISS	15
CULT	16
LEAD	17
EXCH	18

PSI

TEAM	VISS	CULT	LEAD	EXCH
19	20	21	22	23

THETA-EPS

TEAM1	TEAM2	TEAM3	TEAM4	VISS5	VESS6
TEAM1	24				
TEAM2	25	26			
TEAM3	0	27	28		
TEAM4	29	0	30	31	
VISS5	0	0	0	32	33
VESS6	0	0	0	0	0
VESS7	0	0	0	0	35
CULT8	0	0	0	37	0
CULT9	0	39	0	0	0
CULT10	0	43	0	0	0
CULT11	0	0	0	47	0

0	LEAD12	0	50	51	52	53
0	LEAD13	0	0	0	0	0
61	LEAD14	0	0	0	0	0
67	LEAD15	0	0	0	0	0
0	EXCH16	0	0	0	0	0
0	EXCH17	0	73	0	0	0
0	EXCH18	0	0	0	0	0

THETA-EPS

LEAD12	VESS7	CULT8	CULT9	CULT10	CULT11
-----	-----	-----	-----	-----	-----
VESS7	36				
CULT8	0	38			
CULT9	0	41	42		
CULT10	44	45	0	46	
CULT11	0	0	48	0	49
LEAD12	0	54	0	0	55
56	LEAD13	0	57	0	58
59	LEAD14	0	62	63	64
0	LEAD15	0	0	68	0
0	EXCH16	0	0	0	0
0	EXCH17	74	0	75	76
0	EXCH18	78	0	0	0

THETA-EPS

EXCH18	LEAD13	LEAD14	LEAD15	EXCH16	EXCH17
-----	-----	-----	-----	-----	-----
LEAD13	60				
LEAD14	65	66			
LEAD15	0	69	70		
EXCH16	0	0	71	72	
EXCH17	0	0	0	0	77
EXCH18	0	79	80	0	81
82					

TI

Number of Iterations =36

LISREL Estimates (Maximum Likelihood)

LAMBDA-Y		TEAM	VISS	CULT	LEAD	EXCH
TEAM1	0.39	--	--	--	--	
TEAM2	0.41	--	--	--	--	
(0.02)	17.48					
TEAM3	0.36	--	--	--	--	
(0.03)	13.97					
TEAM4	0.37	--	--	--	--	
(0.03)	13.90					
VISS5	-- 0.41	--	--	--	--	
VESS6	-- 0.39	--	--	--	--	
(0.02)	17.95					
VESS7	-- 0.46	--	--	--	--	
(0.03)	16.10					
CULT8	-- -- 0.34	--	--	--	--	
CULT9	-- -- 0.40	--	--	--	--	
(0.02)						16.45
CULT10	-- -- 0.46	--	--	--	--	
(0.03)						15.56
CULT11	-- -- 0.36	--	--	--	--	
(0.02)						15.24

LEAD12	-- -- -- 0.35	--	
LEAD13	-- -- -- 0.37	--	
	(0.02)		18.29
LEAD14	-- -- -- 0.27	--	
	(0.02)		16.40
LEAD15	-- -- -- 0.38	--	
	(0.02)		18.61
EXCH16	-- -- -- -- 0.40		
EXCH17	-- -- -- -- 0.41		
	(0.02)		19.48
EXCH18	-- -- -- -- 0.43		
	(0.02)		19.77
GAMMA			
	CLPS		

TEAM	0.91		
(0.06)			16.01
VISS	0.95		
(0.05)			17.92
CULT	0.94		
(0.06)			16.27
LEAD	0.99		
(0.05)			19.66
EXCH	0.96		
(0.05)			20.47

Covariance Matrix of ETA and KSI

	TEAM	VISS	CULT	LEAD	EXCH
CLPS					
-----	-----	-----	-----	-----	-----
TEAM	1.00				
VISS	0.86	1.00			
CULT	0.85	0.89	1.00		
LEAD	0.90	0.94	0.93	1.00	
EXCH	0.87	0.91	0.90	0.95	1.00
CLPS	0.91	0.95	0.94	0.99	0.96

1.00

PHI

CLPS

1.00

PSI

Note: This matrix is diagonal.

	TEAM	VISS	CULT	LEAD	EXCH
-----	-----	-----	-----	-----	-----
	0.17	0.10	0.12	0.02	0.08
(0.04) (0.03) (0.03) (0.03) (0.03)					
	4.28	3.36	4.18	0.72	2.99

Squared Multiple Correlations for Structural Equations

	TEAM	VISS	CULT	LEAD	EXCH
-----	-----	-----	-----	-----	-----
	0.83	0.90	0.88	0.98	0.92

Squared Multiple Correlations for Reduced Form

	TEAM	VISS	CULT	LEAD	EXCH
-----	-----	-----	-----	-----	-----
	0.83	0.90	0.88	0.98	0.92

THETA-EPS

	TEAM1	TEAM2	TEAM3	TEAM4	VISS5
VESS6					
-----	-----	-----	-----	-----	-----
TEAM1	0.15				
(0.01)					

			12.34					
TEAM2	0.02		0.10					
(0.01)	(0.01)							
	2.89		11.00					
TEAM3	--	0.01	0.13					
(0.01)	(0.01)							
			2.26		12.97			
TEAM4	-0.02	--	0.04		0.12			
(0.01)	(0.01)	(0.01)						
	-2.46		5.34		12.65			
VISS5	--	--	--	0.01	0.14			
(0.01)	(0.01)							
					0.89		13.09	
VESS6	--	--	--	--	0.08			
(0.01)								
12.48								
VESS7	--	--	--	--	-0.02		--	
(0.01)								
	-2.62							
CULT8	--	--	--	0.02	--	--		
(0.01)								
							2.98	
CULT9	--	-0.01		--	--	--	0.02	
(0.01)		(0.01)						
	-2.15						3.49	
CULT10	--	-0.01		--	--	--	--	
(0.01)								
	-2.02							
CULT11	--	--	--	0.01	--	--		
(0.01)								
							1.82	
LEAD12	--	0.01	0.02	0.02	0.02	-0.02	--	
(0.00)	(0.01)	(0.01)	(0.01)					
			2.97	4.16	4.35	-3.87		

```

LEAD13      -- -- -- -- --
LEAD14      -- -- -- -- -- -0.01
              (0.00)
              -2.62
LEAD15      -- -- -- -- -- -0.01
              (0.00)
              -2.13
EXCH16      -- -- -- -- --
EXCH17      -- 0.01      -- -- -- --
              (0.00)
                      1.88
EXCH18      -- -- -- -- --
    
```

THETA-EPS

	VESS7	CULT8	CULT9	CULT10	CULT11
LEAD12					
-----	-----	-----	-----	-----	-----
VESS7	0.14				
(0.01)					
	12.41				
CULT8	-- 0.12				
(0.01)					
		13.35			
CULT9	-- 0.02	0.14			
(0.01) (0.01)					
		3.06	13.20		
CULT10	-0.03	-0.01	-- 0.11		
(0.01) (0.01) (0.01)					
-3.58	-2.23		12.10		
CULT11	-- -- -0.03	-- 0.10			
(0.01) (0.01)					
-4.89		13.44			
LEAD12	-- 0.01	-- -- 0.01	0.09		
(0.00) (0.00) (0.01)					
		2.88		2.62	
13.68					

LEAD13	-- -- 0.01	-- -0.01	0.01		
	(0.01) (0.01) (0.01)				
		1.94			-2.25
2.19					
LEAD14	-- 0.01 -0.01 -0.01 -- --				
	(0.00) (0.00) (0.00)				
		2.07	-1.89	-2.54	
LEAD15	-- -- -- -0.02 -- --				
	(0.01)				
	-3.01				
EXCH16	-- -- -- -- -- --				
EXCH17	-0.01 -- 0.01 0.01 -- --				
	(0.01) (0.01) (0.01)				
	-1.78	2.00	2.25		
EXCH18	-0.02 -- -- -- --				
	(0.01)				
	-2.81				
THETA-EPS					
EXCH18	LEAD13	LEAD14	LEAD15	EXCH16	EXCH17

LEAD13	0.12				
	(0.01)				
	13.84				
LEAD14	0.01	0.07			
	(0.00) (0.01)				
	1.77	13.69			
LEAD15	-- 0.01	0.09			
	(0.00) (0.01)				
		2.53	12.73		
EXCH16	-- -- 0.01	0.08			
	(0.00) (0.01)				
		2.22	12.40		
EXCH17	-- -- -- -- 0.10				
	(0.01)				

12.32

EXCH18	--	-0.01	0.01	--	0.02	0.11
	(0.00)	(0.01)	(0.01)	(0.01)		
	-2.16	1.42		3.31	12.06	

Squared Multiple Correlations for Y -Variables

	TEAM1	TEAM2	TEAM3	TEAM4	VISS5
VESS6	-----	-----	-----	-----	-----
	0.50	0.61	0.50	0.53	0.55
0.66					

Squared Multiple Correlations for Y -Variables

	VESS7	CULT8	CULT9	CULT10	CULT11
LEAD12	-----	-----	-----	-----	-----
	0.60	0.49	0.54	0.65	0.57
0.59					

Squared Multiple Correlations for Y -Variables

	LEAD13	LEAD14	LEAD15	EXCH16	EXCH17
EXCH18	-----	-----	-----	-----	-----
	0.54	0.51	0.63	0.66	0.62
0.63					

Goodness of Fit Statistics

Degrees of Freedom =89

Minimum Fit Function Chi-Square =87.97 (P =0.51)

Normal Theory Weighted Least Squares Chi-Square =87.80 (P =0.52)

Estimated Non-centrality Parameter (NCP)=0.0

90 Percent Confidence Interval for NCP =(0.0 ; 24.78)

Minimum Fit Function Value =0.17

Population Discrepancy Function Value (F0)=0.0

90 Percent Confidence Interval for F0 =(0.0 ; 0.049)

Root Mean Square Error of Approximation (RMSEA)=0.0

90 Percent Confidence Interval for RMSEA =(0.0 ; 0.023)

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

Expected Cross-Validation Index (ECVI)=0.50

90 Percent Confidence Interval for ECVI =(0.50 ; 0.55)

ECVI for Saturated Model =0.68
 ECVI for Independence Model =43.41

Chi-Square for Independence Model with 153 Degrees of Freedom
 =21928.09

Independence AIC =21964.09
 Model AIC =251.80
 Saturated AIC =342.00
 Independence CAIC =22058.21
 Model CAIC =680.54
 Saturated CAIC =1236.08

Normed Fit Index (NFI)=1.00
 Non-Normed Fit Index (NNFI)=1.00
 Parsimony Normed Fit Index (PNFI)=0.58
 Comparative Fit Index (CFI)=1.00
 Incremental Fit Index (IFI)=1.00
 Relative Fit Index (RFI)=0.99

Critical N (CN)=708.20

Root Mean Square Residual (RMR)=0.0048
 Standardized RMR =0.018
 Goodness of Fit Index (GFI)=0.98
 Adjusted Goodness of Fit Index (AGFI)=0.96
 Parsimony Goodness of Fit Index (PGFI)=0.51

TI

Fitted Covariance Matrix

	TEAM1	TEAM2	TEAM3	TEAM4	VISS5
VESS6					
TEAM1	0.30				
TEAM2	0.18	0.27			
TEAM3	0.14	0.16	0.27		
TEAM4	0.13	0.15	0.18	0.27	
VISS5	0.14	0.14	0.13	0.14	0.31
VESS6	0.13	0.14	0.12	0.13	0.16
0.23					
VESS7	0.15	0.16	0.14	0.15	0.17
0.18					
CULT8	0.11	0.12	0.11	0.12	0.12
0.12					
CULT9	0.13	0.12	0.12	0.13	0.15
0.16					

CULT10	0.15	0.15	0.14	0.15	0.17
0.16					
CULT11	0.12	0.12	0.11	0.13	0.13
0.13					
LEAD12	0.12	0.14	0.14	0.14	0.12
0.13					
LEAD13	0.13	0.13	0.12	0.12	0.14
0.14					
LEAD14	0.09	0.10	0.09	0.09	0.10
0.09					
LEAD15	0.13	0.14	0.12	0.13	0.15
0.13					
EXCH16	0.14	0.14	0.13	0.13	0.15
0.15					
EXCH17	0.14	0.15	0.13	0.13	0.15
0.15					
EXCH18	0.14	0.15	0.14	0.14	0.16
0.15					

Fitted Covariance Matrix

	VESS7	CULT8	CULT9	CULT10	CULT11
LEAD12					

VESS7	0.36				
CULT8	0.14	0.24			
CULT9	0.16	0.16	0.29		
CULT10	0.16	0.14	0.18	0.32	
CULT11	0.15	0.12	0.11	0.17	0.23
LEAD12	0.15	0.12	0.13	0.15	0.13
0.21					
LEAD13	0.16	0.12	0.15	0.16	0.11
0.14					
LEAD14	0.12	0.09	0.09	0.10	0.09
0.09					
LEAD15	0.17	0.12	0.14	0.15	0.13
0.13					
EXCH16	0.17	0.12	0.14	0.17	0.13
0.13					
EXCH17	0.16	0.12	0.16	0.18	0.13
0.14					
EXCH18	0.16	0.13	0.15	0.18	0.14
0.14					

Fitted Covariance Matrix

	LEAD13	LEAD14	LEAD15	EXCH16	EXCH17
EXCH18					

LEAD13	0.25				
LEAD14	0.11	0.14			
LEAD15	0.14	0.11	0.23		
EXCH16	0.14	0.10	0.16	0.25	
EXCH17	0.14	0.10	0.15	0.17	0.27
EXCH18	0.15	0.10	0.16	0.17	0.20

0.29

Fitted Residuals

	TEAM1	TEAM2	TEAM3	TEAM4	VISS5
VESS6					
TEAM1	0.00				
TEAM2	0.00	0.00			
TEAM3	0.00	0.00	0.00		
TEAM4	0.00	0.00	0.00	0.00	
VISS5	0.02	0.01	0.00	0.00	0.00
VESS6	0.01	0.00	0.00	-0.01	0.00
0.00					
VESS7	0.01	0.01	0.00	0.00	0.00
0.00					
CULT8	0.01	0.00	0.01	0.01	0.00
0.00					
CULT9	0.01	0.00	-0.01	0.00	0.00
0.00					
CULT10	0.00	0.00	-0.01	0.00	0.01
0.00					
CULT11	0.00	0.00	0.00	0.00	0.00
0.00					
LEAD12	-0.01	0.00	0.00	0.00	0.00
0.00					
LEAD13	0.01	0.00	0.00	-0.01	-0.01
0.00					
LEAD14	0.00	0.00	0.01	0.01	-0.01
0.00					
LEAD15	-0.01	0.00	0.01	0.01	-0.01
0.00					
EXCH16	0.00	0.00	0.00	0.01	0.00
0.00					
EXCH17	-0.01	-0.01	-0.01	-0.01	0.01
0.00					
EXCH18	-0.01	-0.01	-0.01	-0.01	0.01
0.00					

Fitted Residuals

	VESS7	CULT8	CULT9	CULT10	CULT11
LEAD12					

```

-----
  VESS7      0.00
  CULT8      0.01      0.00
  CULT9     -0.01      0.00      0.00
  CULT10     0.00      0.00      0.00      0.00
  CULT11     0.01      0.00      0.00      0.00      0.00
  LEAD12     0.00      0.00      0.00     -0.01      0.00
0.00
  LEAD13    -0.01      0.00      0.00      0.00      0.00
0.00
  LEAD14     0.00      0.00      0.00      0.00      0.00
0.00
  LEAD15     0.00      0.00      0.00      0.00      0.00
0.00
  EXCH16    -0.01      0.00      0.00      0.00      0.00
0.01
  EXCH17     0.00      0.00      0.00      0.00      0.00
0.00
  EXCH18     0.00     -0.01      0.00      0.00      0.00
0.00

```

Fitted Residuals

```

          LEAD13    LEAD14    LEAD15    EXCH16    EXCH17
EXCH18
-----
  LEAD13     0.00
  LEAD14     0.00     0.00
  LEAD15     0.00     0.00     0.00
  EXCH16     0.00     0.00     0.00     0.00
  EXCH17     0.00     0.00     0.00     0.00     0.00
  EXCH18     0.01     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 = 0.02

```

Stemleaf Plot

```

-10|2166
-8|327422
-6|520877551
-4|75309973321100
-2|87198653332100
-0|886633211110099999877766655554444322211000
  0|122222333334445666899000011222233334456

```

2|0033448900356779
 4|33357148
 6|63469
 8|235892489
 10|0077
 12|
 14|
 16|2

Standardized Residuals

	TEAM1	TEAM2	TEAM3	TEAM4	VISS5	
VESS6						
	-----	-----	-----	-----	-----	
TEAM1	-0.18					
TEAM2	-1.57	-1.21				
TEAM3	-0.55	-0.42	-0.75			
TEAM4	-0.41	-0.33	1.08	1.19		
VISS5	2.32	1.25	0.34	-0.06	-0.78	
VESS6	2.09	0.52	-0.59	-1.39	-0.12	
0.54						
VESS7	1.24	1.64	-0.73	0.44	-1.51	-
0.14						
CULT8	1.01	-0.36	1.60	1.76	0.16	-
0.24						
CULT9	1.66	-0.28	-0.83	0.22	0.51	
0.01						
CULT10	0.05	-1.58	-1.35	-0.85	1.66	
0.10						
CULT11	-0.61	-0.05	0.61	0.37	-0.71	-
0.21						
LEAD12	-1.34	-1.06	0.11	-0.62	-0.59	
0.04						
LEAD13	0.96	-0.75	-0.73	-1.58	-1.25	
0.27						
LEAD14	-0.93	0.96	2.70	1.98	-1.24	-
0.57						
LEAD15	-1.29	-0.11	1.97	1.93	-1.97	-
1.55						
EXCH16	-0.57	-0.21	0.90	1.87	-0.47	-
1.37						
EXCH17	-1.79	-2.40	-1.90	-1.71	0.92	
0.29						
EXCH18	-1.86	-1.34	-1.15	-2.03	1.37	
0.75						

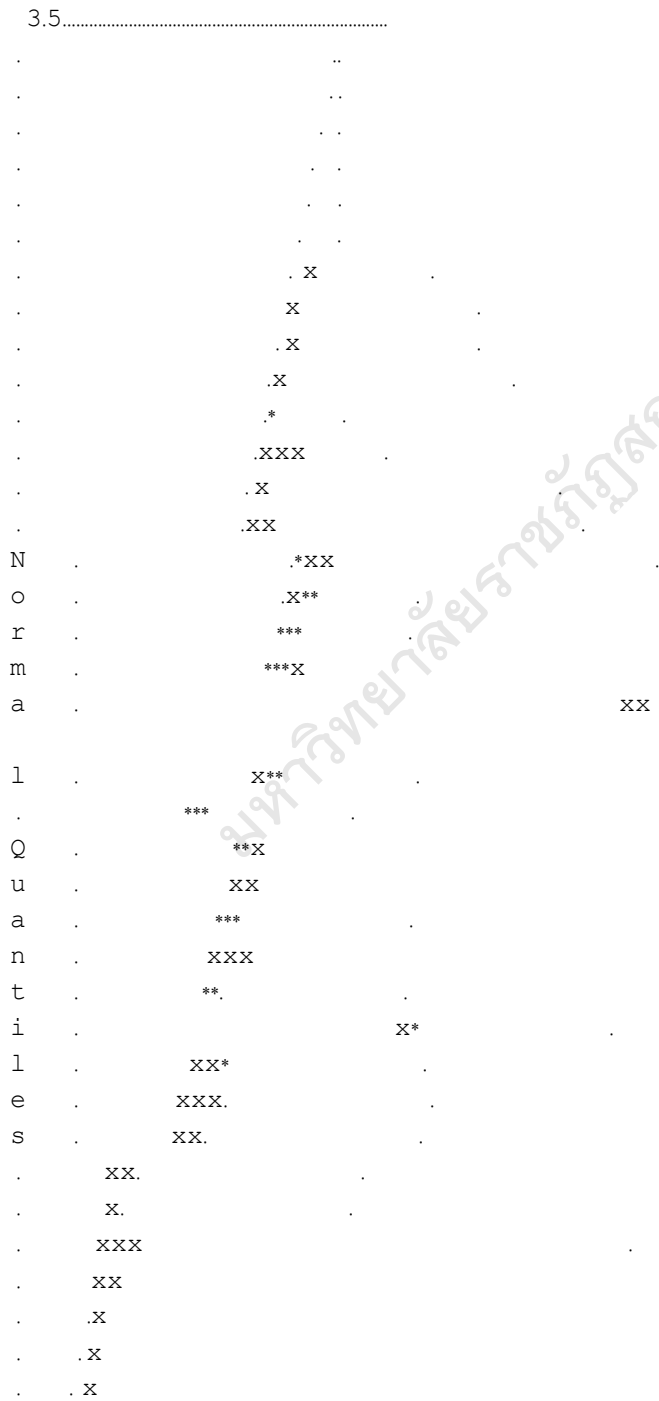
Standardized Residuals

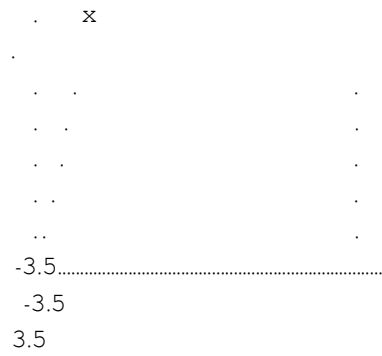
	VESS7	CULT8	CULT9	CULT10	CULT11
LEAD12					

2|00133
2|7
Largest Positive Standardized Residuals
Residual for LEAD14 and TEAM3 2.70

TI

Qplot of Standardized Residuals





Standardized Residuals

TI

Modification Indices and Expected Change

Modification Indices for LAMBDA-Y

	TEAM	VISS	CULT	LEAD	EXCH
TEAM1	-- 3.35	0.87	0.02	1.06	
TEAM2	-- 0.97	0.57	0.07	0.14	
TEAM3	-- 0.36	0.00	0.31	0.19	
TEAM4	-- 0.45	0.45	0.01	0.17	
VISS5	2.59	-- 0.24	0.16	1.39	
VESS6	0.00	-- 0.08	0.72	0.35	
VESS7	0.29	-- 0.52	0.32	1.33	
CULT8	0.87	0.62	-- 0.68	0.22	
CULT9	0.63	0.12	-- 0.01	0.59	
CULT10	0.30	0.15	-- 0.94	0.09	
CULT11	0.00	0.00	-- 0.02	0.10	
LEAD12	1.02	0.08	2.34	-- 5.96	
LEAD13	1.02	1.70	0.05	-- 1.22	
LEAD14	2.32	0.05	0.82	-- 0.56	
LEAD15	0.16	1.84	0.19	-- 0.17	
EXCH16	0.68	4.17	0.24	2.94	--
EXCH17	4.63	0.03	0.01	0.02	--
EXCH18	2.34	1.69	0.00	0.39	--

Expected Change for LAMBDA-Y

	TEAM	VISS	CULT	LEAD	EXCH
TEAM1	-- 0.15	0.07	-0.02	-0.09	
TEAM2	-- 0.08	-0.06	-0.04	-0.03	
TEAM3	-- -0.04	0.00	0.07	-0.04	
TEAM4	-- -0.05	0.05	-0.01	-0.03	
VISS5	0.11	-- 0.04	-0.07	0.12	
VESS6	0.00	-- -0.02	0.47	-0.07	

VESS7	0.04	--	0.06	-0.11	-0.16	
CULT8	0.06		0.06	--	0.11	-0.04
CULT9	0.05		-0.03	--	-0.02	0.07
CULT10	-0.04		0.04	--	-0.17	-0.03
CULT11	0.00		0.00	--	-0.02	-0.03
LEAD12	-0.08		0.03	-0.12	--	0.24
LEAD13	-0.06		-0.13	-0.02	--	0.12
LEAD14	0.07		-0.02	0.08	--	-0.08
LEAD15	0.02		-0.14	-0.03	--	0.06
EXCH16	0.05	-0.19		-0.04	0.92	--
EXCH17	-0.12		0.01	0.01	-0.02	--
EXCH18	-0.09		0.11	0.00	0.10	--

Standardized Expected Change for LAMBDA-Y

	TEAM	VISS	CULT	LEAD	EXCH
TEAM1	-- 0.15	0.07	-0.02	-0.09	
TEAM2	-- 0.08	-0.06	-0.04	-0.03	
TEAM3	-- -0.04	0.00	0.07	-0.04	
TEAM4	-- -0.05	0.05	-0.01	-0.03	
VISS5	0.11	-- 0.04	-0.07	0.12	
VESS6	0.00	-- -0.02	0.47	-0.07	
VESS7	0.04	-- 0.06	-0.11	-0.16	
CULT8	0.06	0.06	-- 0.11	-0.04	
CULT9	0.05	-0.03	-- -0.02	0.07	
CULT10	-0.04	0.04	-- -0.17	-0.03	
CULT11	0.00	0.00	-- -0.02	-0.03	
LEAD12	-0.08	0.03	-0.12	-- 0.24	
LEAD13	-0.06	-0.13	-0.02	-- 0.12	
LEAD14	0.07	-0.02	0.08	-- -0.08	
LEAD15	0.02	-0.14	-0.03	-- 0.06	
EXCH16	0.05	-0.19	-0.04	0.92	--
EXCH17	-0.12	0.01	0.01	-0.02	--
EXCH18	-0.09	0.11	0.00	0.10	--

Completely Standardized Expected Change for LAMBDA-Y

	TEAM	VISS	CULT	LEAD	EXCH
TEAM1	-- 0.28	0.12	-0.03	-0.17	
TEAM2	-- 0.15	-0.11	-0.07	-0.07	
TEAM3	-- -0.09	0.01	0.13	-0.07	
TEAM4	-- -0.10	0.10	-0.03	-0.07	
VISS5	0.21	-- 0.07	-0.13	0.22	
VESS6	0.01	-- -0.05	0.98	-0.14	
VESS7	0.06	-- 0.11	-0.18	-0.26	
CULT8	0.12	0.12	-- 0.23	-0.08	

CULT9	0.09	-0.06	-- -0.03	0.14	
CULT10	-0.06	0.07	-- -0.31	-0.06	
CULT11	0.00	0.01	-- -0.04	-0.06	
LEAD12	-0.18	0.06	-0.27	-- 0.52	
LEAD13	-0.13	-0.26	-0.04	-- 0.25	
LEAD14	0.19	-0.06	0.22	-- -0.20	
LEAD15	0.05	-0.29	-0.07	-- 0.13	
EXCH16	0.09	-0.39	-0.07	1.85	--
EXCH17	-0.24	0.03	0.02	-0.04	--
EXCH18	-0.16	0.21	0.00	0.20	--

Modification Indices for BETA

	TEAM	VISS	CULT	LEAD	EXCH
TEAM	-- 2.69	0.60	0.03	5.78	
VISS	2.69	-- 0.69	3.24	0.09	
CULT	0.60	0.69	-- 1.29	0.10	
LEAD	0.03	3.24	1.29	-- 8.06	
EXCH	5.78	0.09	0.10	8.06	--

Expected Change for BETA

	TEAM	VISS	CULT	LEAD	EXCH
TEAM	-- 0.35	0.13	0.21	-0.59	
VISS	0.20	-- 0.14	-1.92	-0.08	
CULT	0.09	0.17	-- -1.24	-0.08	
LEAD	0.02	-0.34	-0.18	-- 0.70	
EXCH	-0.27	-0.06	-0.05	3.18	--

Standardized Expected Change for BETA

	TEAM	VISS	CULT	LEAD	EXCH
TEAM	-- 0.35	0.13	0.21	-0.59	
VISS	0.20	-- 0.14	-1.92	-0.08	
CULT	0.09	0.17	-- -1.24	-0.08	
LEAD	0.02	-0.34	-0.18	-- 0.70	
EXCH	-0.27	-0.06	-0.05	3.18	--

No Non-Zero Modification Indices for GAMMA

No Non-Zero Modification Indices for PHI

Modification Indices for PSI

	TEAM	VISS	CULT	LEAD	EXCH
TEAM	--				

VISS	2.69	--			
CULT	0.60	0.69	--		
LEAD	0.03	3.24	1.29	--	
EXCH	5.78	0.09	0.10	8.06	--

Expected Change for PSI

	TEAM	VISS	CULT	LEAD	EXCH
TEAM	--				
VISS	0.04	--			
CULT	0.02	0.02	--		
LEAD	0.00	-0.03	-0.02	--	
EXCH	-0.05	-0.01	-0.01	0.06	--

Standardized Expected Change for PSI

	TEAM	VISS	CULT	LEAD	EXCH
TEAM	--				
VISS	0.04	--			
CULT	0.02	0.02	--		
LEAD	0.00	-0.03	-0.02	--	
EXCH	-0.05	-0.01	-0.01	0.06	--

Modification Indices for THETA-EPS

	TEAM1	TEAM2	TEAM3	TEAM4	VISS5
VESS6					
TEAM1	--				
TEAM2	--	--			
TEAM3	0.03	--	--		
TEAM4	--	0.03	--	--	
VISS5	2.42	0.42	0.04	--	--
VESS6	1.46	0.02	0.12	1.50	0.14
--					
VESS7	0.19	2.05	2.34	0.18	--
CULT8	0.89	1.49	2.34	--	0.03
CULT9	1.23	--	1.11	1.28	0.00
CULT10	0.00	--	0.35	0.01	1.60
CULT11	0.19	0.00	0.20	--	1.05
LEAD12	1.26	--	--	--	0.17
LEAD13	1.89	0.87	0.01	1.85	1.75
0.44					
LEAD14	1.97	0.88	2.40	0.48	0.61
--					
LEAD15	0.80	0.20	1.12	0.78	3.00
--					

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EXCH16	0.00	0.21	0.00	2.55	0.02
1.49					
EXCH17	1.02	-- 1.12	0.72	0.30	0.00
EXCH18	1.30	0.00	0.00	1.74	1.55
0.26					

Modification Indices for THETA-EPS

	VESS7	CULT8	CULT9	CULT10	CULT11
LEAD12					

VESS7	--				
CULT8	0.83	--			
CULT9	0.60	-- --			
CULT10	-- --	0.02	--		
CULT11	1.78	0.52	-- 0.59	--	
LEAD12	0.06	-- 0.56	1.54	-- --	
LEAD13	1.35	0.00	-- 0.01	-- --	
LEAD14	0.08	-- -- --	0.64	0.94	
LEAD15	0.00	0.59	0.44	-- 0.31	0.00
EXCH16	1.68	0.00	0.64	0.24	0.97
2.47					
EXCH17	-- 0.05	-- --	0.37	1.22	
EXCH18	-- 1.91	0.14	0.45	0.00	0.07

Modification Indices for THETA-EPS

	LEAD13	LEAD14	LEAD15	EXCH16	EXCH17
EXCH18					

LEAD13	--				
LEAD14	-- --				
LEAD15	1.03	-- --			
EXCH16	0.11	0.07	-- --		
EXCH17	0.30	1.95	0.35	0.18	--
EXCH18	0.64	-- --	0.18	-- --	

Expected Change for THETA-EPS

	TEAM1	TEAM2	TEAM3	TEAM4	VISS5
VESS6					

TEAM1	--				
TEAM2	-- --				
TEAM3	0.00	-- --			
TEAM4	-- 0.00	-- --			
VISS5	0.01	0.00	0.00	-- --	
VESS6	0.01	0.00	0.00	-0.01	0.00

--

VESS7	0.00	0.01	-0.01	0.00	--	0.00
CULT8	0.01	-0.01	0.01	--	0.00	0.00
CULT9	0.01	--	-0.01	0.01	0.00	--
CULT10	0.00	--	0.00	0.00	0.01	0.00
CULT11	0.00	0.00	0.00	--	-0.01	0.00
LEAD12	-0.01	--	--	--	0.00	
LEAD13	0.01	0.00	0.00	-0.01	-0.01	
0.00						
LEAD14	-0.01	0.00	0.01	0.00	0.00	
--						
LEAD15	0.00	0.00	0.00	0.00	-0.01	
--						
EXCH16	0.00	0.00	0.00	0.01	0.00	
-0.01						
EXCH17	-0.01	--	-0.01	0.00	0.00	0.00
EXCH18	-0.01	0.00	0.00	-0.01	0.01	
0.00						

Expected Change for THETA-EPS

	VESS7	CULT8	CULT9	CULT10	CULT11	
LEAD12						

VESS7	--					
CULT8	0.01	--				
CULT9	-0.01	--	--			
CULT10	--	--	0.00	--		
CULT11	0.01	0.00	--	0.01	--	
LEAD12	0.00	--	0.00	-0.01	--	--
LEAD13	-0.01	0.00	--	0.00	--	--
LEAD14	0.00	--	--	0.00	0.00	
LEAD15	0.00	0.00	0.00	--	0.00	0.00
EXCH16	-0.01	0.00	0.00	0.00	0.00	0.00
0.01						
EXCH17	--	0.00	--	--	0.00	0.00
EXCH18	--	-0.01	0.00	0.00	0.00	0.00

Expected Change for THETA-EPS

	LEAD13	LEAD14	LEAD15	EXCH16	EXCH17
EXCH18					

LEAD13	--				
LEAD14	--	--			
LEAD15	0.01	--	--		
EXCH16	0.00	0.00	--	--	
EXCH17	0.00	-0.01	0.00	0.00	--
EXCH18	0.00	--	--	0.00	--

Completely Standardized Expected Change for THETA-EPS

	TEAM1	TEAM2	TEAM3	TEAM4	VISS5	
VESS6						
TEAM1	--					
TEAM2	--	--				
TEAM3	-0.01	--	--			
TEAM4	--	0.01	--	--		
VISS5	0.04	0.01	0.00	--	--	
VESS6	0.02	0.00	0.01	-0.02	-0.01	
--						
VESS7	0.01	0.03	-0.03	0.01	--	0.01
CULT8	0.02	-0.03	0.04	--	0.00	-0.01
CULT9	0.03	--	-0.02	0.02	0.00	--
CULT10	0.00	--	-0.01	0.00	0.03	0.00
CULT11	-0.01	0.00	0.01	--	-0.02	0.00
LEAD12	-0.03	--	--	--	0.01	
LEAD13	0.03	-0.02	0.00	-0.03		-0.03
0.01						
LEAD14	-0.03	0.02	0.03	0.01		-0.02
--						
LEAD15	-0.02	-0.01	0.02	0.02		-0.04
--						
EXCH16	0.00	-0.01	0.00	0.03		0.00
0.02						
EXCH17	-0.02	--	-0.02	-0.02	0.01	0.00
EXCH18	-0.02	0.00	0.00	-0.02		0.03
0.01						

Completely Standardized Expected Change for THETA-EPS

	VESS7	CULT8	CULT9	CULT10	CULT11	
LEAD12						
VESS7	--					
CULT8	0.02	--				
CULT9	-0.02	--	--			
CULT10	--	--	0.00	--		
CULT11	0.03	-0.02	--	0.02	--	
LEAD12	-0.01	--	-0.02	-0.02	--	--
LEAD13	-0.03	0.00	--	0.00	--	--
LEAD14	0.01	--	--	--	0.02	-0.02
LEAD15	0.00	0.02	-0.01	--	-0.01	0.00
EXCH16	-0.03	0.00	0.02	-0.01		-0.02
0.03						
EXCH17	--	0.00	--	--	0.01	0.02
EXCH18	--	-0.03	0.01	0.01	0.00	0.00

Completely Standardized Expected Change for THETA-EPS

	LEAD13	LEAD14	LEAD15	EXCH16	EXCH17
EXCH18					

LEAD13	--				
LEAD14	--	--			
LEAD15	0.02	--	--		
EXCH16	0.01	0.01	--	--	
EXCH17	0.01	-0.03	0.01	0.01	--
EXCH18	0.02	--	--	-0.01	--

Maximum Modification Index is 8.06 for Element (4, 5) of BETA

TI

Factor Scores Regressions

ETA

	TEAM1	TEAM2	TEAM3	TEAM4	VISS5
VESS6					

TEAM	0.29	0.42	0.20	0.35	0.05
0.12					
VISS	0.04	0.06	0.02	0.01	0.32
0.45					
CULT	0.01	0.14	0.04	-0.03	0.07
0.05					
LEAD	0.07	0.10	0.03	0.03	0.14
0.19					
EXCH	0.06	0.06	0.03	0.03	0.10
0.13					

ETA

	VESS7	CULT8	CULT9	CULT10	CULT11
LEAD12					

TEAM	0.12	0.00	0.08	0.17	0.07
-0.10					
VISS	0.37	0.04	-0.01	0.19	0.04
0.15					
CULT	0.16	0.22	0.30	0.46	0.40
0.00					
LEAD	0.18	0.04	0.08	0.22	0.11
0.22					
EXCH	0.17	0.04	0.05	0.15	0.09
0.12					

ETA

	LEAD13	LEAD14	LEAD15	EXCH16	EXCH17
EXCH18					
0.12	0.10	0.17	0.14	0.10	0.02
0.14	0.07	0.19	0.16	0.08	0.06
0.13	0.08	0.19	0.16	0.08	-0.03
0.17	0.17	0.28	0.28	0.14	0.08
0.34	0.10	0.21	0.10	0.40	0.26

TI

Standardized Solution

LAMBDA-Y

	TEAM	VISS	CULT	LEAD	EXCH
TEAM1	0.39	-- --	--	--	--
TEAM2	0.41	-- --	--	--	--
TEAM3	0.36	-- --	--	--	--
TEAM4	0.37	-- --	--	--	--
VISS5	-- 0.41	-- --	--	--	--
VISS6	-- 0.39	-- --	--	--	--
VISS7	-- 0.46	-- --	--	--	--
CULT8	-- -- 0.34	-- --	--	--	--
CULT9	-- -- 0.40	-- --	--	--	--
CULT10	-- -- 0.46	-- --	--	--	--
CULT11	-- -- 0.36	-- --	--	--	--
LEAD12	-- -- -- 0.35	-- --	--	--	--
LEAD13	-- -- -- 0.37	-- --	--	--	--
LEAD14	-- -- -- 0.27	-- --	--	--	--
LEAD15	-- -- -- 0.38	-- --	--	--	--
EXCH16	-- -- -- -- 0.40	-- --	--	--	--
EXCH17	-- -- -- -- 0.41	-- --	--	--	--
EXCH18	-- -- -- -- 0.43	-- --	--	--	--

GAMMA

CLPS

TEAM	0.91
VISS	0.95

CULT 0.94
 LEAD 0.99
 EXCH 0.96

Correlation Matrix of ETA and KSI

	TEAM	VISS	CULT	LEAD	EXCH
CLPS					
TEAM	1.00				
VISS	0.86	1.00			
CULT	0.85	0.89	1.00		
LEAD	0.90	0.94	0.93	1.00	
EXCH	0.87	0.91	0.90	0.95	1.00
CLPS	0.91	0.95	0.94	0.99	0.96

1.00

PSI

Note: This matrix is diagonal.

	TEAM	VISS	CULT	LEAD	EXCH
	0.17	0.10	0.12	0.02	0.08

TI

Completely Standardized Solution

LAMBDA-Y

	TEAM	VISS	CULT	LEAD	EXCH
TEAM1	0.71	-- -- -- --			
TEAM2	0.78	-- -- -- --			
TEAM3	0.70	-- -- -- --			
TEAM4	0.73	-- -- -- --			
VISS5	-- 0.74	-- -- -- --			
VISS6	-- 0.81	-- -- -- --			
VISS7	-- 0.77	-- -- -- --			
CULT8	-- -- 0.70	-- -- -- --			
CULT9	-- -- 0.73	-- -- -- --			
CULT10	-- -- 0.81	-- -- -- --			
CULT11	-- -- 0.75	-- -- -- --			
LEAD12	-- -- -- 0.77	-- -- -- --			
LEAD13	-- -- -- 0.74	-- -- -- --			
LEAD14	-- -- -- 0.72	-- -- -- --			
LEAD15	-- -- -- 0.79	-- -- -- --			
EXCH16	-- -- -- -- 0.81	-- -- -- --			
EXCH17	-- -- -- -- 0.79	-- -- -- --			
EXCH18	-- -- -- -- 0.80	-- -- -- --			

GAMMA

	CLPS
TEAM	0.91
VISS	0.95
CULT	0.94
LEAD	0.99
EXCH	0.96

Correlation Matrix of ETA and KSI

	TEAM	VISS	CULT	LEAD	EXCH
CLPS					
TEAM	1.00				
VISS	0.86	1.00			
CULT	0.85	0.89	1.00		
LEAD	0.90	0.94	0.93	1.00	
EXCH	0.87	0.91	0.90	0.95	1.00
CLPS	0.91	0.95	0.94	0.99	0.96

PSI

Note: This matrix is diagonal.

	TEAM	VISS	CULT	LEAD	EXCH
	0.17	0.10	0.12	0.02	0.08

THETA-EPS

	TEAM1	TEAM2	TEAM3	TEAM4	VISS5
TEAM1	0.50				
TEAM2	0.08	0.39			
TEAM3	-- 0.05		0.50		
TEAM4	-0.06	-- 0.15		0.47	
VISS5	-- -- --	0.02		0.45	
VESS6	-- -- --	-- --	0.34		
VESS7	-- -- --	-- -0.06	--		
CULT8	-- -- --	0.07	-- --		
CULT9	-- -0.04	-- -- --	0.07		
CULT10	-- -0.04	-- -- --	-- --		
CULT11	-- -- --	0.04	-- --		
LEAD12	-- 0.06		0.10	0.10	-0.08
LEAD13	-- -- --	-- -- --	-- --		--
LEAD14	-- -- --	-- --	-0.06		


```

LEAD15      -- -- -- -- -- -0.04
EXCH16      -- -- -- -- --
EXCH17      -- 0.03      -- -- --
EXCH18      -- -- -- -- --
    
```

THETA-EPS

	VESS7	CULT8	CULT9	CULT10	CULT11
LEAD12					
-----	-----	-----	-----	-----	-----
VESS7	0.40				
CULT8	-- 0.51				
CULT9	-- 0.09	0.46			
CULT10	-0.08	-0.05	-- 0.35		
CULT11	-- -- -0.11		-- 0.43		
LEAD12	-- 0.06	-- --	0.06	0.41	
LEAD13	-- -- 0.04	-- -0.05		0.05	
LEAD14	-- 0.05	-0.05	-0.06	-- --	
LEAD15	-- -- -- -0.06		-- --		
EXCH16	-- -- -- -- --				
EXCH17	-0.04	-- 0.04	0.04	-- --	
EXCH18	-0.06	-- -- -- -- --			

THETA-EPS

	LEAD13	LEAD14	LEAD15	EXCH16	EXCH17
EXCH18					
-----	-----	-----	-----	-----	-----
LEAD13	0.46				
LEAD14	0.04	0.49			
LEAD15	-- 0.06	0.37			
EXCH16	-- -- 0.04	0.34			
EXCH17	-- -- -- --	0.38			
EXCH18	-- -0.04	0.03	-- 0.08	0.37	

TI

Total and Indirect Effects

Total Effects of X on ETA

	CLPS
-----	-----
TEAM	0.91
(0.06)	
	16.01
VISS	0.95
(0.05)	
	17.92

CULT	0.94
(0.06)	
	16.27
LEAD	0.99
(0.05)	
	19.66
EXCH	0.96
(0.05)	
	20.47

BETA*BETA' is not Pos.Def., Stability Index cannot be Computed

Total Effects of ETA on Y

	TEAM	VISS	CULT	LEAD	EXCH
TEAM1	0.39	-- -- -- --			
TEAM2	0.41	-- -- -- --			
(0.02)					
	17.48				
TEAM3	0.36	-- -- -- --			
(0.03)					
13.97					
TEAM4	0.37	-- -- -- --			
(0.03)					
	13.90				
VISS5	-- 0.41	-- -- -- --			
VESS6	-- 0.39	-- -- -- --			
(0.02)					
		17.95			
VESS7	-- 0.46	-- -- -- --			
(0.03)					
		16.10			
CULT8	-- -- 0.34	-- -- -- --			
CULT9	-- -- 0.40	-- -- -- --			
(0.02)					

				16.45	
CULT10	-- --	0.46	-- --		
	(0.03)			15.56	
CULT11	-- --	0.36	-- --		
	(0.02)			15.24	
LEAD12	-- -- --	0.35	--		
LEAD13	-- -- --	0.37	--		
	(0.02)			18.29	
LEAD14	-- -- --	0.27	--		
	(0.02)			16.40	
LEAD15	-- -- --	0.38	--		
	(0.02)			18.61	
EXCH16	-- -- --	0.40	--		
EXCH17	-- -- --	0.41	--		
	(0.02)			19.48	
EXCH18	-- -- --	0.43	--		
	(0.02)			19.77	

Total Effects of X on Y

	CLPS

TEAM1	0.35
(0.02)	
	16.01
TEAM2	0.37
(0.02)	
	18.00
TEAM3	0.33

(0.02)	15.77
TEAM4	0.34
(0.02)	16.44
VISS5	0.39
(0.02)	17.92
VESS6	0.37
(0.02)	20.06
VESS7	0.44
(0.02)	18.78
CULT8	0.32
(0.02)	16.27
CULT9	0.37
(0.02)	17.29
CULT10	0.43
(0.02)	19.49
CULT11	0.34
(0.02)	17.97
LEAD12	0.35
(0.02)	19.66
LEAD13	0.37
(0.02)	18.61
LEAD14	0.27
(0.02)	17.72

LEAD15	0.38
(0.02)	
	20.48
EXCH16	0.39
(0.02)	
	20.47
EXCH17	0.39
(0.02)	
	19.50
EXCH18	0.41
(0.02)	
	19.83

TI

Standardized Total and Indirect Effects

Standardized Total Effects of X on ETA

	CLPS

TEAM	0.91
VISS	0.95
CULT	0.94
LEAD	0.99
EXCH	0.96

Standardized Total Effects of ETA on Y

	TEAM	VISS	CULT	LEAD	EXCH

TEAM1	0.39	-- -- -- --			
TEAM2	0.41	-- -- -- --			
TEAM3	0.36	-- -- -- --			
TEAM4	0.37	-- -- -- --			
VISS5	-- 0.41	-- -- -- --			
VESS6	-- 0.39	-- -- -- --			
VESS7	-- 0.46	-- -- -- --			
CULT8	-- -- 0.34	-- -- -- --			
CULT9	-- -- 0.40	-- -- -- --			
CULT10	-- -- 0.46	-- -- -- --			
CULT11	-- -- 0.36	-- -- -- --			
LEAD12	-- -- -- 0.35	-- -- -- --			
LEAD13	-- -- -- 0.37	-- -- -- --			
LEAD14	-- -- -- 0.27	-- -- -- --			

LEAD15	--	--	--	0.38	--
EXCH16	--	--	--	0.40	
EXCH17	--	--	--	0.41	
EXCH18	--	--	--	0.43	

Completely Standardized Total Effects of ETA on Y

	TEAM	VISS	CULT	LEAD	EXCH
TEAM1	0.71	--	--	--	--
TEAM2	0.78	--	--	--	--
TEAM3	0.70	--	--	--	--
TEAM4	0.73	--	--	--	--
VISS5	--	0.74	--	--	--
VESS6	--	0.81	--	--	--
VESS7	--	0.77	--	--	--
CULT8	--	--	0.70	--	--
CULT9	--	--	0.73	--	--
CULT10	--	--	0.81	--	--
CULT11	--	--	0.75	--	--
LEAD12	--	--	--	0.77	--
LEAD13	--	--	--	0.74	--
LEAD14	--	--	--	0.72	--
LEAD15	--	--	--	0.79	--
EXCH16	--	--	--	--	0.81
EXCH17	--	--	--	--	0.79
EXCH18	--	--	--	--	0.80

Standardized Total Effects of X on Y

	CLPS
TEAM1	0.35
TEAM2	0.37
TEAM3	0.33
TEAM4	0.34
VISS5	0.39
VESS6	0.37
VESS7	0.44
CULT8	0.32
CULT9	0.37
CULT10	0.43
CULT11	0.34
LEAD12	0.35
LEAD13	0.37
LEAD14	0.27
LEAD15	0.38
EXCH16	0.39

EXCH17	0.39
EXCH18	0.41

Completely Standardized Total Effects of X on Y

	CLPS

TEAM1	0.64
TEAM2	0.71
TEAM3	0.64
TEAM4	0.66
VISS5	0.71
VESS6	0.77
VESS7	0.73
CULT8	0.65
CULT9	0.69
CULT10	0.75
CULT11	0.70
LEAD12	0.76
LEAD13	0.73
LEAD14	0.71
LEAD15	0.79
EXCH16	0.78
EXCH17	0.75
EXCH18	0.76

Time used: 0.172 Seconds

มหาวิทยาลัยราชภัฏสุราษฎร์ธานี

